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WEAPON CONTROL SYSTEMS CAREER LADDER, AFSCS 32132/A/N/P/Q/S, 32--ETC(U)
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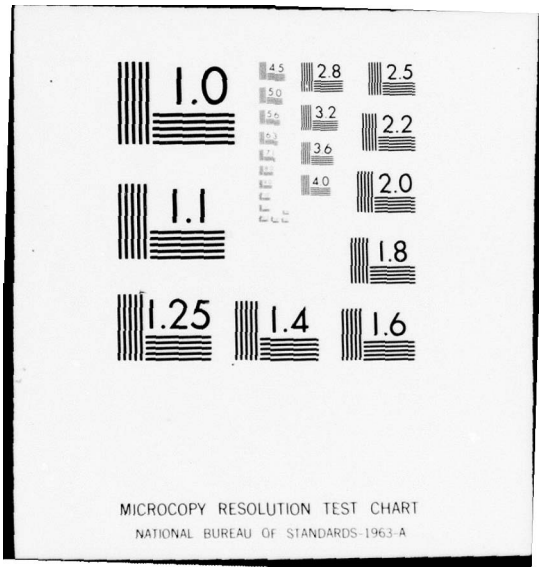
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OCCUPATIONAL SURVEY REPORT

WEAPON CONTROL SYSTEMS CAREER LADDER

AFSCs 32132/A/N/P/Q/S, 32152/A/C/N/P/Q/S,
32172/A/C/N/P/Q/S, and 32192

AFPT-90-321-258
30 DEC 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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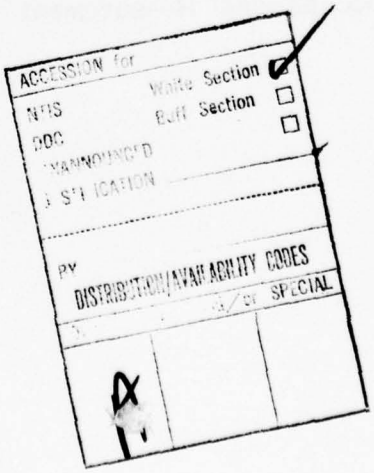

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Weapon Control Systems career ladder (AFSCs 32132/A/N/P/Q/S, 32152/A/C/N/P/Q/S, 32172/A/C/N/P/Q/S, and 32192). This project was directed by USAF Program Technical Training, Volume 2, dated January 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. James L. Slovak, Inventory Development Specialist. First Lieutenant Michael J. Kelley analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to Weapon Control Systems career ladder incumbents during the period March 1977 through June 1977. Survey results are based on responses from 2,021 incumbents; this represents 66 percent of all assigned personnel.

2. Career Ladder Structure: Nine groupings of jobs were identified within the career ladder. Seven of these groupings were directly associated with the specific aircraft types on which 321X2 personnel work. The remaining two groups consisted of supervisory and tech school personnel.

3. Career Ladder Progression: Generally, the jobs of 5-skill level incumbents were technical in nature and specialized according to aircraft. Seven-skill level incumbents also performed technical tasks which were specialized to a particular aircraft, but also spent more time performing supervisory tasks. Nine-skill level incumbents were primarily supervisors and performed very few technical tasks.

4. AFR 39-1 Evaluation: Specialty job descriptions for all skill levels and shredouts were found to provide a clear, comprehensive overview of the major duties and tasks performed by career field incumbents. However, the specialty job description does not reflect that S-shredout personnel maintain AC-130 gunships or that non-shredout personnel maintain the F-5Es.

5. STS Review: The STS for the P-shredout was found to provide excellent coverage of tasks performed by these personnel. However, the STSs for A- and C-shredout personnel were found to lack a number of F-106 WCS maintenance tasks found in the inventory; these should be evaluated for possible inclusion in the STSs. Likewise, the 321X2S STS lacked AC-130 WCS tasks performed by S-shredout respondents. Finally, there appears to be no STS for 321X2 non-shredout personnel working on the F-5E.

6. Job Satisfaction: Based on shredout groups, between 52 and 88 percent of the first-term (1-48 months total active federal military service) respondents found their job interesting. The average for 23 career ladders surveyed in 1976 was 65 percent. Between 59 and 88 percent of the first-term respondents felt their talents were being well used, while 74 to 100 percent of the first-term airmen felt their training was being well used.

7. Reenlistment Rates: The expressed intent to reenlist for first-term airmen ranged from 21 to 71 percent for the various shredout groups. For second-term airmen, the percentage of those intending to reenlist ranged from 54 to 69 percent. Actual FY 77 reenlistment rates for all first- and second-term 321X2 airmen were 23 and 64 percent, respectively.

8. Discussion: While the A-7D and F-105 aircraft will be transferred to the Reserves and Air National Guard, the A-10 is entering the inventory in increasing numbers. What effects these changes will have on the career ladder are not certain. Therefore, it is recommended that the career ladder be resurveyed within the next three years to determine the appropriateness of career field documents and training.

OCCUPATIONAL SURVEY REPORT
WEAPON CONTROL SYSTEMS CAREER LADDER
(AFSCs 321X2/A/C/N/P/Q/S)

INTRODUCTION

This is a report of an occupational survey of the Weapon Control Systems career ladder (AFSCs 32132/A/N/P/Q/S, 32152/A/C/N/P/Q/S, 32172/A/C/N/P/Q/S, and 32192) which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in December 1977. The previous occupational survey of this career ladder was published during January 1973.

At present, the Weapon Control Systems Career Ladder is composed of seven shredout groups as follows:

321X2 (Non-shredout)- F-5E

321X2A - F-106A/B: (MA-1, ASQ-25 Systems)

321X2C - F-106A/B: (MA-1, ASQ-25 Subsystems)

321X2N - F-105D/F: (ASG-19 System)

321X2P - F-4C/D: (APQ-109/APA 165)

321X2Q - F-4E: (APQ 120)

321X2S - A-7D: (AN/APQ-126)

In the future, the shredout structure of the career ladder may be modified to accommodate the transfer of the F-105 and A-7D aircraft to the Air Force Reserve and Air National Guard forces. Personnel working on these aircraft could probably transition into other aircraft such as the F-5E, the A-10, and the AC-130 gunships.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-321-258. The survey instrument from the 1973 study of this career ladder served as a basis for the new task inventory. The previous instrument was expanded and refined through a thorough research of career field publications and directives, personal interviews with 32 subject-matter specialists at seven bases,

and written reviews from 46 experienced incumbents in the Weapon Control Systems career ladder. The final result was a survey instrument consisting of 1,426 tasks grouped under 25 duty headings.

During the period March 1977 through June 1977, consolidated base personnel offices in operational units worldwide administered the inventory bookiets to job incumbents holding Weapon Control Systems DAFSCs. Tables 1 and 2 reflect the percentage distribution, by major command, of assigned personnel in the career as of July 1977. Also reflected is the distribution by major command of respondents in the final survey sample. The 2,021 respondents making up this final sample represent 66 percent of the total AFSC population of 3,074 members.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	TOTAL 321X2 SAMPLE	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
TAC	44	44
ADC	23	27
USAFE	11	9
PACAF	9	7
ATC	8	10
SAC	3	-*
AFSC	1	1
OTHER	1	1
	100	100

* THE DASH (-) INDICATES LESS THAN 1 PERCENT

TOTAL ASSIGNED - 3,074
TOTAL SAMPLED - 2,021
PERCENT SAMPLED - 66%

TABLE 2

COMMAND REPRESENTATION OF SURVEY SAMPLE BY SHREDOUT GROUPS

COMMAND	321X2 (NO SHRED)		321X2A		321X2C		321X2N	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
TAC	34	35	0	0	0	0	90	87
ADC	9	18	95	93	90	87	0	0
USAFE	10	15	0	0	0	0	0	0
PACAF	0	2	0	0	0	0	0	0
ATC	47	25	5	6	9	13	10	13
SAC	-*	1	0	0	0	0	0	0
AFSC	0	1	0	0	1	0	0	0
OTHER	0	3	0	1	0	0	0	0
	100	100	100	100	100	100	100	100
	TOTAL ASSIGNED -134 TOTAL SAMPLED - 111 PERCENT SAMPLED - 83%		TOTAL ASSIGNED - 529 TOTAL SAMPLED - 435 PERCENT SAMPLED - 82%		TOTAL ASSIGNED - 112 TOTAL SAMPLED - 115 PERCENT SAMPLED - 101%*		TOTAL ASSIGNED - 61 TOTAL SAMPLED - 53 PERCENT SAMPLED - 87%	

COMMAND	321X2P		321X2Q		321X2S	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
TAC	51	59	63	63	90	87
ADC	3	-	0	0	0	0
USAFE	21	16	12	13	0	0
PACAF	5	16	4	9	0	0
ATC	5	6	6	8	7	11
SAC	0	0	0	-	0	0
AFSC	1	2	1	2	2	2
OTHER	14	1	14	5	1	0
	100	100	100	100		
	TOTAL ASSIGNED - 864 TOTAL SAMPLED - 464 PERCENT SAMPLED - 54%		TOTAL ASSIGNED - 942 TOTAL SAMPLED - 600 PERCENT SAMPLED - 64%		TOTAL ASSIGNED -155 TOTAL SAMPLED - 129 PERCENT SAMPLED - 83%	

* INDICATES LESS THAN ONE PERCENT

CAREER LADDER STRUCTURE

A key aspect of the USAF occupational analysis program is to examine the ACTUAL structure of career fields - what people are doing in the field (rather than how official career field documents say they are organized). This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs based on the similiarity of tasks performed. This process permits identification of the major types of work being performed in the occupation (career field) and is analyzed in terms of the job description and background data of each job group. This information is used to examine the accuracy and completeness of present career field documents (AFR 39-1 Specialty Description, STS, etc.) and to formulate an understanding of current utilization patterns. Later sections of this report will deal with each of these issues.

The job structure of the Weapon Control Systems career ladder was determined on the basis of similarity of tasks actually performed by respondents in the field. Based on task similarity, the best division of the jobs performed in the Weapon Control Systems career ladder was determined and is illustrated in Figure 1. The major job groups identified were as follows:

I. F-5E Weapon Control Systems (WCS) Personnel (N=29)

II. F-4C/D WCS Personnel (N=380)

III. A-7D WCS Personnel (N=86)

IV. F-4E WCS Personnel (N=534)

V. F-105 WCS Personnel (N=43)

VI. AC-130 WCS Personnel (N=13)

VII. F-106 WCS Personnel (N=453)

VIII. WCS Supervisors/Inspectors (N=225)

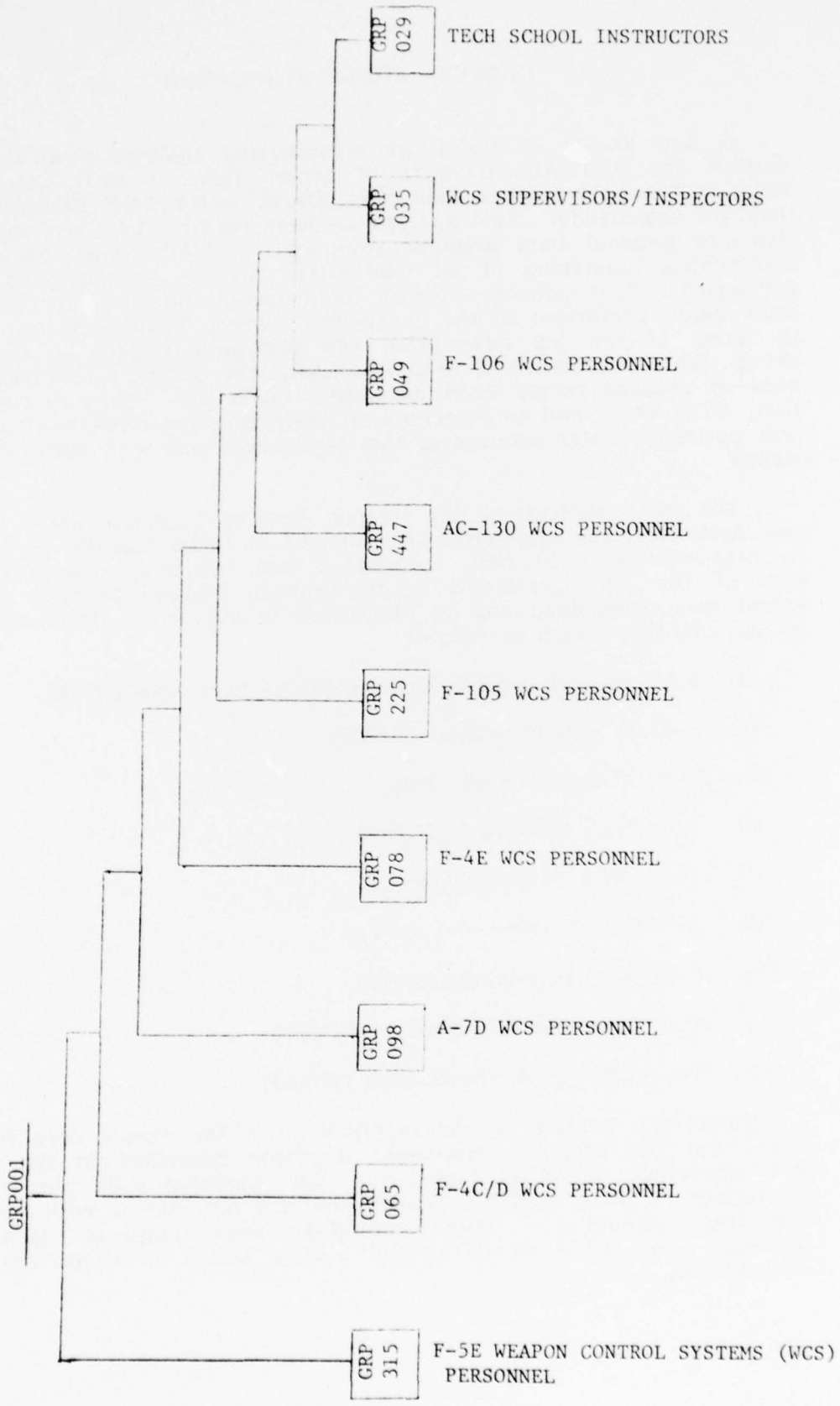
IX. Technical School Instructors (N=120)

Ninety-two percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the nine major groupings shown in Figure 1. The remaining eight percent of the sample included members whose jobs did not cluster with any of these major groupings. These individuals were found to represent commands and AFSCs fairly equally and to share no single common characteristic.

FIGURE 1

WEAPON CONTROL SYSTEM CAREER LADDER STRUCTURE

AFSC 321X2/A/C/N/P/Q/S/92



Group Descriptions

Brief descriptions of the major groups which make up the Weapon Control Systems career ladder are given below. In general, the groups formed around specific aircraft and appear to validate the present system of assigning AFS shredouts to personnel by aircraft. This is further substantiated by the fact that each group is fairly homogeneous in terms of tasks performed and that there is little overlap in tasks performed between major groups.

The first seven major groups listed above are similar in several respects. Group members are primarily 3- and 5-skill level personnel and generally work on only one aircraft (i.e., F-105, F-5E, F-4E, F-4C/D, F-106, AC-130, A-7D). Personnel perform technical tasks, such as bench checking system components, isolating malfunctions, removing or replacing line replaceable units (LRUs), performing operational checks, and adjusting or aligning various systems and system components. Members use various test sets to perform either flightline or field shop maintenance.

Except for personnel in the two small groups of respondents working on the F-5E and the AC-130 aircraft, a general pattern of functions performed emerges in the remaining five aircraft groups. Within each of these five groups, personnel divide into two basic subgroups depending on where they work on the aircraft or its components. The first subgroup, flightline personnel, spend a large portion of their job time performing flightline maintenance tasks such as removing or replacing LRUs. The second basic subgroup are shop maintenance personnel who bench check and repair system components in the field shop. It should be pointed out, however, that neither group limits all of its task performance to only flightline or shop maintenance tasks. In fact, a number of members in both subgroups reported that they spend nearly equal amounts of time performing tasks in both areas. Unlike the five groups discussed above, respondents working on the F-5E or the AC-130 aircraft did not separate into flightline or field shop maintenance groups. Rather, they formed one basic group that perform most WCS tasks on their aircraft. Additional information and brief descriptions of these seven major groups and subgroups within these groups are given in Appendix A.

The eighth major group identified is the WCS Supervisors/Inspectors group. Unlike the members of the previously described groups, these respondents primarily hold 7- and 9-skill level DAFSCs and spend very little time performing any technical tasks. Instead, group members spend 59 percent of their job time performing supervisory tasks (Duties A thru C) and 23 percent of their job time maintaining forms, records, and reports (Duty G). Tasks within Duty G appear to be the common core of experience for these group members. As subordinates accomplish maintenance tasks, these respondents either initiate, complete, process, or review the records of maintenance completed. Likewise, as supervisors, a large percentage of the job

time is spent performing tasks such as evaluating maintenance procedures, supervising adherence to checklists or directives, and determining personnel training requirements. This large group also contains a number of individuals involved primarily in the inspection and evaluation of maintenance activities. Brief description of subgroups within this group are given in Appendix A.

The ninth major group identified in this survey is composed of technical school instructors. Most of these members are assigned to Lowry AFB, Colorado and possess a T-prefix. These respondents spend an average 48 percent of their job time performing training (Duty D) tasks such as conducting formal classroom training, evaluating student progress, and conducting remedial training. Other tasks performed generally compliment the performance of this primary training duty. These tasks include evaluating training materials and setting up or operating test equipment such as oscilloscopes. This group contains two distinct subgroups that are briefly described in Appendix A.

ANALYSIS OF DAFSC GROUPS

Tasks performed and background data of DAFSC groups are also examined as part of each occupational analysis. This analysis allows for the identification of skill level differences and for the comparison of similar skill level personnel across the various shredouts. Furthermore, this data by DAFSC groups aids in the analysis of career field documents, such as the AFR 39-1 specialty job descriptions and the AFS Specialty Training Standard.

Table 4 shows the percent time spent by skill level groups on various duties in the job inventory. As would be expected, for each shredout group the time spent performing technical tasks is much less for 7-skill level respondents than for 5-skill level respondents. At the same time, the percent time spent performing supervisory tasks is much greater for 7-skill level personnel as compared to 5-skill level personnel. DAFSC 32192 personnel spend virtually none of their time performing technical tasks and use 69 percent of their job time performing supervisory tasks.

Skill Level Descriptions

For all 5-skill level respondents, the pattern of tasks performed is very similar regardless of assigned shredout. Little time is spent performing supervisory tasks. Instead, the tasks performed are generally limited to technical tasks associated with the aircraft on which they work. This pattern is illustrated by an examination of time spent on duties by the various 5-skill level groups, as shown in Table 4. There are only two noted variations. Non-shredout 5-skill level incumbents spend much more time performing training (Duty D) tasks. This variation is related to the number of respondents who have a T-Prefix and instruct at the technical school. The second variation is the higher percent job time spent by DAFSC 32152C personnel in the performance of calibration and maintenance of category II test equipment (Duty H) tasks. This variation appears to result from the fact that the C shredout respondents primarily perform field shop maintenance tasks requiring the use of numerous pieces of test equipment.

For 7-skill level respondents, similar supervisory tasks are being performed in each shredout group. However, as with the 5-skill level respondents, the performance of technical tasks is specialized according the aircraft to which personnel are assigned. Table 4 shows the percent time spent performing duties by the various 7-skill level shredout groups.

Generally, there are distinct differences between 5- and 7- skill level personnel in each shredout group. As stated earlier, 7-skill

TABLE 3

LIST OF DUTY TITLES FOR 321X2 JOB INVENTORY

DUTY A - PLANNING AND ORGANIZING

DUTY B - DIRECTING AND IMPLEMENTING

DUTY C - EVALUATING AND INSPECTING

DUTY D - TRAINING

DUTY E - PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE

DUTY F - PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS

DUTY G - MAINTAINING FORMS, RECORDS, AND REPORTS

DUTY H - PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT

DUTY I - PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS

DUTY J - PERFORMING A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE

DUTY K - PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D

DUTY L - PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D

DUTY M - PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E

DUTY N - PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E

DUTY O - PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OF SUB-ASSEMBLIES ON F-4E

DUTY P - PERFORMING FLIGHTLINE CHECKOUTS OF ASG-19 F-105 WEAPON CONTROL SYSTEMS

DUTY Q - PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS RADAR

DUTY R - PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS TOSS BOMB COMPUTERS (TBC)

DUTY S - PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS ATTACK AND DISPLAY SYSTEMS

DUTY T - PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE

DUTY U - PERFORMING BENCH CHECKS OF MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS

DUTY V - REPAIRING MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS

DUTY W - PERFORMING FLIGHTLINE MAINTENANCE OF AC-130 WEAPON CONTROL SYSTEMS

DUTY X - PERFORMING INTERMEDIATE MAINTENANCE OF AC-130 WEAPON CONTROL SYSTEMS

DUTY Y - PERFORMING MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-5E

TABLE 4

PERCENT TIME SPENT PERFORMING DUTIES BY SHREDOUT DAFSC GROUPS

DUTY*	N=	DAFSC 321X2 (Non-shred) SKILL LEVEL 5- (64)	DAFSC 321X2 (Non-shred) SKILL LEVEL 7- (33)	DAFSC 321X2A SKILL LEVEL 5- (243)	DAFSC 321X2A SKILL LEVEL 7- (110)	DAFSC 321X2C SKILL LEVEL 5- (44)	DAFSC 321X2C SKILL LEVEL 7- (60)	DAFSC 321X2N SKILL LEVEL 5- (35)	DAFSC 321X2N SKILL LEVEL 7- (13)	DAFSC 321X2P SKILL LEVEL 5- (238)	DAFSC 321X2P SKILL LEVEL 7- (101)	DAFSC 321X2Q SKILL LEVEL 5- (307)	DAFSC 321X2Q SKILL LEVEL 7- (125)	DAFSC 321X2S SKILL LEVEL 5- (81)	DAFSC 321X2S SKILL LEVEL 7- (31)	DAFSC 32192 (95)
A		3	10	2	10	-**	3	-	12	1	6	1	6	3	8	20
B		6	17	3	18	1	10	5	10	5	16	4	14	7	17	26
C		3	16	1	9	-	4	2	16	2	7	2	10	4	15	22
D		24	16	3	5	-	7	1	11	3	6	3	7	3	11	5
E		25	9	11	7	10	8	16	6	21	13	18	10	19	7	2
F		3	2	1	2	-	-	3	2	3	4	3	3	3	3	2
G		9	15	6	14	3	10	7	15	8	17	6	14	13	17	19
H		7	4	2	1	14	13	4	3	4	3	4	3	4	4	1
I		0	1	0	-	0	0	0	0	0	0	0	0	20	7	0
J		0	1	0	0	0	0	0	0	0	0	0	0	22	3	0
K		1	0	0	0	0	0	0	0	29	16	1	1	0	-	-
L		-	0	0	0	0	-	0	0	23	10	-	-	0	0	0
M		2	0	0	0	0	0	0	0	1	1	32	15	0	0	1
N		1	0	-	0	0	0	0	0	-	1	14	9	0	0	-
O		1	0	0	0	-	0	0	0	-	-	12	8	-	0	0
P		0	0	-	0	0	0	29	13	0	0	0	0	0	-	0
Q		0	0	0	0	-	0	20	7	-	0	0	0	0	-	0
R		0	0	0	0	0	0	2	1	-	-	0	0	0	-	0
S		0	0	0	0	0	0	10	4	0	0	0	0	-	-	0
T		1	-	50	26	9	4	0	0	0	0	-	0	0	0	1
U		0	1	1	-	13	10	0	0	0	0	0	0	0	0	0
V		-	0	19	8	47	31	0	0	-	0	-	-	0	0	0
W		0	-	0	-	0	0	0	0	0	0	0	0	2	4	1
X		0	-	0	-	-	-	0	0	0	0	0	0	2	4	-
Y		14	7	0	-	0	0	0	0	-	0	0	0	0	0	-

* NOTE: SEE TABLE 3 FOR DUTY TITLES
** INDICATES LESS THAN ONE PERCENT

level respondents spend more time than 5-skill level respondents performing supervisory tasks and less time performing technical tasks. In the performance of technical tasks, more 5-skill level respondents than 7-skill level respondents will perform any one technical task. For example, 83 percent of the DAFSC 32152A respondents perform the task of adjusting or aligning F-106 radar ranging LRUs. However, only 48 percent of the DAFSC 32172A respondents indicated they performed this same task. This variation of task performance generally holds true for each shredout group. For 5- and 7-skill level personnel, there is a reversal in percent members performing supervisory tasks with more 7-skill level respondents performing any given supervisory task. Also, 7-skill level respondents showed a noted increase in time spent performing tasks related to maintaining forms, records, and reports (Duty G).

As stated earlier, DAFSC 32192 respondents use 69 percent of their job time performing supervisory tasks (Duties A, B, and C). This is much more time than used by 7-skill level respondents and reflects the clear supervisory nature of the 9-skill level's job.

Comparison of 5-Skill Level A- and C-Shredout Personnel

Since both A- and C-shredout personnel work on the F-106 aircraft, similarities in tasks performed were examined for 5-skill level respondents in both shredouts. These two shredouts appeared as two separate groups within the F-106 Maintenance and Repair Personnel Group (GRP049) discussed in the CAREER LADDER STRUCTURE section of this report.

Overall, some overlap was found between the tasks performed by A-and C-shredout personnel. A task by task comparison showed that a task performed by about 85 percent of the A-shredout respondents is usually performed by only 25 or 30 percent of the C-shredout respondents. The reverse holds true for tasks performed by a large percentage of C-shredout respondents. For example, the task of removing or installing F-106 radar ranging components is performed by 80 percent of 32152C respondents and by only 36 percent of the 32152A respondents. Thus, it appears that the two shredout groups are fairly dissimilar.

AFR 39-1 COMPARISON TO SURVEY DATA

Survey results were compared to the AFR 39-1 specialty job descriptions, dated 1 June 1977. These descriptions are intended to give a broad overview of the duties and tasks required to be performed by the various skill level personnel in each shredout.

Overall, the 5-, 7-, and 9-skill level descriptions were found to provide a clear, comprehensive overview of the major duties and tasks that cover each shredout regardless of aircraft or weapons control system on which personnel work. However, some consideration should be made to defining the jobs of the nonshredout 321X2 personnel in terms of the aircraft on which they work (F-5E). Also, the job of the S-shredout personnel should be expanded to include jobs being performed on AC-130 gunships.

COMPARISON OF THE SPECIALTY TRAINING STANDARDS (STS) TO THE SURVEY DATA

A review of STSs 321X2A, 321X2C, 321X2N, 321X2P, and 321X2S was made by comparing STS items to survey data. (The 321X2Q STS was not reviewed since it was under revision.) Subject matter experts at the 3450th Technical Training Group at Lowry AFB, CO matched inventory tasks to STS tasks for the 321X2A, 321X2C, 321X2N, and 321X2S STSs. The 321X2P STS tasks were matched to inventory tasks by subject matter experts on TDY to Lackland AFB to construct the Skill Knowledge Tests (SKTs) for the P-shredout.

The STSs for the N-, and P-shredout personnel were found to provide excellent coverage of tasks performed by personnel in these shredouts. However, both the 321X2A and the 321X2C STSs did not cover a number of tasks found in the inventory and performed by A-, and C-shredout personnel. As discussed in the CAREER LADDER STRUCTURE and ANALYSIS OF DAFSC GROUPS sections of this report, it was noted that personnel in both the A-, and C-shredouts perform WCS maintenance on the F-106, with some overlap being found in the tasks performed. Inventory tasks related to performing MA-1/ ASQ-25 F-106 flightline systems maintenance (Duty V) and repairing MA-1/ ASQ-25 F-106 systems components (Duty T) should be reviewed for possible inclusion in both the A- and C-shredout STSs. There were also several F-106 flightline maintenance tasks (Duty T) that are performed by over 30 percent of A-shredout personnel that were not matched to any STS paragraph. These inventory tasks are listed in Table 5. Likewise, several unmatched inventory tasks performed by C-shredout personnel are listed in Table 6. These items should be reviewed for possible inclusion in their respective STS.

The 321X2S STS provides good coverage of A-7D WCS maintenance tasks. However, a group of S-shredout personnel were identified who report performing maintenance tasks on AC-130 gunships (GRP447). Although these AC-130 WCS maintenance tasks (Duty X) are performed by only a small percentage of S-shredout personnel (about 10 to 13 percent), they should be reviewed for possible inclusion in the 321X2S STS.

It was also noted in the analysis of the career ladder structure that some personnel in the 321X2 career ladder do not have a shredout with their DAFSC. These respondents represent about four percent of the sample and work either at the tech school or on the F-5E. It is recommended that the tasks commonly performed by these respondents be reviewed and an STS be produced to cover tasks performed by these personnel.

TABLE 5

F-106 FLIGHTLINE MAINTENANCE TASKS PERFORMED BY 321X2A DAFSC PERSONNEL NOT LISTED IN THE 321X2A STS
(PERCENT MEMBERS PERFORMING)

	TASKS	32152A (N=243)	32172A (N=110)
T4	ADJUST OR ALIGN F-106 INFRARED (IR) DISPLAY LRU	84	51
T5	ADJUST OR ALIGN F-106 IR ERROR SIGNAL DETECTION LRU	84	52
T6	ADJUST OR ALIGN F-106 IR SEEKER HEAD POSITIONING LRU	84	49
T18	BORESIGHT F-106 ANGLE OF ATTACK TRANSDUCERS	79	41
T19	BORESIGHT F-106 IR RECEIVER MOUNTS	60	33
T30	ISOLATE MALFUNCTIONS TO F-106 COMMUNICATION, NAVIGATION, OR LANDING SUBSYSTEMS	52	36
T31	ISOLATE MALFUNCTIONS TO F-106 COMMUNICATION, NAVIGATION, OR LANDING LRU	42	30
T55	PERFORM OPERATIONAL CHECKS OF F-106 MULTIPLE AIRBORNE TARGET TRAJECTORY SYSTEMS (MATTS)	48	40
T63	PERFORM OPERATIONAL TESTS OF F-106 AUTOMATIC FLIGHT CONTROL SYSTEMS (AFCS) LRU	76	44
T72	PERFORM OPERATIONAL TESTS OF F-106 IR DISPLAY LRU	79	46
T73	PERFORM OPERATIONAL TESTS OF F-106 IR RECEIVER LRU	80	49
T74	PERFORM OPERATIONAL TESTS OF F-106 IR SEEKER HEAD POSITION LRU	79	48
T88	REMOVE OR INSTALL F-106 AC POWER SUPPLY LRU	75	44
T123	SERVICE F-106 IR COMPRESSORS WITH OIL	60	35
T124	SET UP OR OPERATE AN/UPM-141 RADAR TEST SETS ON F-106	72	41
T125	SET UP OR OPERATE 486117 ARMAMENT TEST SETS ON F-106	49	39
T126	SET UP OR OPERATE 46118 STABILIZATION DATA GENERATOR TEST SETS ON F-106	49	33
T127	SET UP OR OPERATE 486126 IR TEST SETS ON F-106	37	21
T128	SET UP OR OPERATE 486138 IR TARGET SIMULATOR TEST SETS ON F-106	56	32

TABLE 6

INVENTORY TASKS NOT MATCHED WITH TASKS IN THE 321X2C STS
(PERCENT MEMBERS PERFORMING)

	TASKS	32152C (N=44)	32172C (N=60)
H44	CALIBRATE F-106 468156-11 COCKPIT INSTRUMENT AND CONVERTER TEST STANDS	39	55
H45	CALIBRATE F-106 486192-150 COMMUNICATION, NAVIGATION, AND LANDING TEST STANDS	36	45
H93	ISOLATE MALFUNCTIONS TO ANTENNA, TRANSMITTER, OR SET CONTROL TEST SET COMPONENTS	30	25
H94	ISOLATE MALFUNCTIONS TO AN/UPM-141 RADAR SYSTEM TEST SETS	36	50
H122	ISOLATE MALFUNCTIONS TO 468156-111 COCKPIT INSTRUMENT AND CONVERTER TEST STAND COMPONENTS	32	57
H126	ISOLATE MALFUNCTIONS TO 486137-100/110 DESICCANT DEHYDRATOR OVEN COMPONENTS	52	58
H128	ISOLATE MALFUNCTIONS TO 486192-150 COMMUNICATION, NAVIGATION, AND LANDING TEST STAND COMPONENTS	27	47
H135	PERFORM OPERATIONAL TESTS ON 468156-111 COCKPIT INSTRUMENT AND CONVERTER TEST STANDS	45	58
H154	REMOVE OR INSTALL ANTENNA, TRANSMITTER, OR SET CONTROL TEST SET COMPONENTS	32	20
H172	REMOVE OR INSTALL 486104-407 RADAR TEST STAND COMPONENTS	82	68
H173	REMOVE OR INSTALL 486137-100/110 DESICCANT DEHYDRATOR OVEN COMPONENTS	59	58
H175	REMOVE OR INSTALL 468156-111 COCKPIT INSTRUMENT AND CONVERTER TEST STAND COMPONENTS	48	55
H177	REMOVE OR INSTALL 486192-150 COMMUNICATION, NAVIGATION, OR LANDING TEST STAND COMPONENTS	43	45
H212	SET UP OR OPERATE 486156-110/120 RELAY UNIT TESTERS	30	27
H213	SET UP OR OPERATE 486137-100/110 DESICCANT DEHYDRATOR OVENS	73	68
U3	BENCH CHECK F-106 ARMAMENT MISSILE ANTENNA POSITIONING LRU	80	55
V7	ADJUST OR ALIGN F-106 AFCS LRU	89	73
V13	ADJUST OR ALIGN F-106 INTERFACE AMPLIFIER LRU	84	70
V47	ISOLATE MALFUNCTIONS TO F-106 INTERFACE AMPLIFIER COMPONENTS	93	72
V65	ISOLATE MALFUNCTIONS TO F-106 RADAR VIDEO PROCESSING COMPONENTS	95	73
V68	PACKAGE F-106 TEST SETS OR TEST EQUIPMENT FOR SHIPMENT	61	42
V121	REMOVE OR INSTALL F-106 LOGIC CONTROL COMPONENTS	84	62

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 321X2 job survey, 120 incumbents in the 7- and 9-skill levels from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Interrater agreement among the 104 raters who returned booklets was .94. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

A listing of representative tasks rated above average in difficulty is given in Table 7. Generally, the tasks rated most difficult are those requiring the isolation of malfunctions and the adjusting, aligning, or calibration of test equipment or WCS components. Tasks that are viewed as supervisory tasks (Duties A, B, C) were also usually rated as about average in difficulty.

Table 8 provides a listing of representative tasks rated below average in difficulty. These tasks are generally related to bench checking, performing operational checks, and removing and installing system components. In addition, tasks related to the maintenance of forms, records, and reports (Duty G) are rated as below average in difficulty.

Having computed the task difficulty index for each inventory item, it is possible to also compute the Job Difficulty Index (JDI) for groups identified in the survey analysis. This index provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. The JDI is based on an equation using number of tasks performed and the average difficulty per unit time spent. The index ranks jobs on a scale of 1 for very easy jobs to 25 for very difficult jobs. The indices are then adjusted so that the average job difficulty index is 13.00. The JDI was computed for the job groups identified in the career ladder structure and several major subgroups. This information is listed in Table 9.

Three findings are shown in Table 9. The first is that, overall, personnel working on the F-105, the AC-130, and the F-106 have jobs rated as relatively more difficult than those jobs performed by F-5E, F-4C/D, A-7D, and F-4E WCS personnel. In particular, F-106 Systems Repairmen have a JDI of 22.0, while the F-4C/D Flightline Personnel and the A-7D Flightline Checkout Personnel had JDIs of only 8.0 and 6.9 An examination of the tasks performed by F-106 Systems Repairmen shows that these tasks are generally those with a high task difficulty index. These tasks are those requiring the isolation of malfunctions and the adjusting, aligning, or calibration of test equipment or WCS components. However, the tasks performed by the F-4C/D Flightline Personnel and the A-7D Flightline Checkout Personnel are those with low task difficulty indices, such as performing operational checks

or removing and installing WCS components. The second finding is that personnel performing primarily shop maintenance tasks or a combination of shop and flightline maintenance tasks have jobs rated as more difficult than jobs performed by personnel doing primarily flightline maintenance tasks. Finally, the jobs performed by WCS Supervisors/ Inspectors (GRP035) and Technical School Instructors (GRP029) were rated as being less difficult that the other jobs identified in the survey.

TABLE 7

REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY

TASK		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
H11	CALIBRATE AN/APM-307(V-1) FAULT DETECTION TESTERS	8.52	4
H72	ISOLATE MALFUNCTIONS TO AN/APM-307(V-1) FAULT DETECTION TESTER COMPONENTS	7.91	3
H92	ISOLATE MALFUNCTIONS TO AN/MPM-54(V-2) INTERCEPTOR WEAPON CONTROL SYSTEMS TEST STATION COMPONENTS	7.72	4
H62	CALIBRATE TS-1800A/APM-92 COMPUTER TEST SETS	7.48	2
T27	INTERPRET F-106 WEAPON SYSTEMS EVALUATOR MISSILE (WSEM) TAPES	7.37	12
P15	ISOLATE MALFUNCTIONS TO F-105 28-VOLT DC MODE SWITCHING	7.13	2
M34	PERFORM F-4E WEAPON CONTROL SYSTEMS ANALYSES USING THE AN/APM-307(V-3) TEST STATIONS	6.95	11
V66	ISOLATE MALFUNCTIONS TO F-106 STABLE COORDINATE REFERENCE GROUPS (SCRF) COMPONENTS	6.75	13
O21	ISOLATE MALFUNCTIONS TO F-4E TARGET INTERCEPT COMPUTERS (TIC) COMPONENTS	6.56	12
X27	ISOLATE MALFUNCTIONS WITHIN AC-130 WCS AWG-22 OR AWG-23 AZIMUTH SYNCHRO-RESOLVER ASSEMBLY COMPONENTS	6.37	1
R7	ADJUST OR ALIGN F-105 TOSS BOMB COMPUTERS (TBC) DRIFT ANGLE OR RANGE WIND ASSEMBLIES	6.26	1
O23	ISOLATE MALFUNCTIONS TO F-4E TARGET IDENTIFICATION SYSTEM ELECTRO-OPTICALS (TISEO) POWER SUPPLY COMPONENTS	6.17	1
W9	BORESIGHT AC-130 AWG-22 TRAINABLE WEAPON SYSTEMS	6.00	1
A12	DRAFT SUPPLEMENTS OR CHANGES TO GOVERNING DIRECTIVES	5.89	8
V35	ISOLATE MALFUNCTIONS TO F-106 AC POWER SUPPLY COMPONENTS	5.76	12
X46	ISOLATE MALFUNCTIONS WITHIN AC-130 WCS SLAVE SWITCHING SYSTEM COMPONENTS	5.65	1
Y18	ISOLATE MALFUNCTIONS WITHIN F-5E WCS RADAR INDICATORS	5.50	2
T69	PERFORM OPERATIONAL TESTS OF F-106 ERROR SIGNAL DETECTION LRU	5.40	16
B37	SUPERVISE WEAPON CONTROL SYSTEMS MECHANICS (AFSC 32152S, FORMERLY 32251S)	5.38	12
R14	BENCH CHECK F-105 TBC ANGLE "E" ASSEMBLIES	5.27	-*
A8	DETERMINE REQUIREMENTS FOR SPACE OR FACILITIES	5.18	13
T4	ADJUST OR ALIGN F-106 INFRARED (IR) DISPLAY LRU	5.05	18

* LESS THAN ONE PERCENT

TABLE 8

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY

TASK		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
W62	REMOVE OR INSTALL AC-130 WCS AVQ-17 ILLUMINATOR MOUNTS	4.97	1
T59	PERFORM OPERATIONAL TESTS OF F-106 ARMAMENT MISSILE ANTENNA POSITIONING LRU	4.94	13
L3	ADJUST OR ALIGN F-4C OR D RADAR ANTENNA CONTROLS	4.84	14
M21	PERFORM F-4E PSEUDO SIGNAL DISTRIBUTION CHECKS	4.67	20
O30	REMOVE OR INSTALL F-4E CONTROL MONITOR COMPONENTS	4.50	11
T24	CONDUCT GROUND SAFETY CHECKS ON F-106 ARMAMENT BAY DOORS OR ARMAMENT BAYS	4.33	10
K10	PERFORM F-4C OR D ANTENNA POLARIZATION CHECKS	4.19	10
N44	PERFORM BENCH CHECKS OF F-4E RANGE INDICATORS	4.02	11
G5	ANNOTATE OR REVIEW MAINTENANCE DATA COLLECTION (MDC) MASTER IDENTIFICATION LISTINGS	3.86	16
G10	ANNOTATE TRAINER/AGE STATUS AND OPERATING RECORD FORMS (AFTO FORM 443)	3.61	20
Y8	BENCH CHECK F-5E WCS LEAD COMPUTING OPTICAL SIGHT SYSTEMS (LCOSS) LEAD COMPUTING GYROSCOPE (LCG)	3.45	2
R32	REMOVE OR INSTALL F-105 COMPUTER TIME AND RANGE ASSEMBLIES	3.29	1
P45	PERFORM OPERATIONAL TESTS OF F-105 MECHANICAL CAGING/UNCAGING OF SIGHTS	3.17	2
G24	INITIATE OR ANNOTATE SPECIALIST DISPATCH CONTROL LOG FORMS (AF FORM 2430)	3.02	22
E20	SERVICE WEAPON CONTROL SYSTEMS COMPONENTS WITH LUBRICANTS OR GASES	2.92	50
W59	REMOVE OR INSTALL AC-130 WCS ASN-91 NWDC	2.72	1
Y39	REMOVE OR INSTALL F-5E WCS RADAR SET CONTROLS	2.62	2
E3	CLEAN WEAPON CONTROL SYSTEMS AIR FILTERS OR HYDRAULIC FILTERS	2.47	36
E9	OPEN OR CLOSE RADOMES	2.32	59
E13	REMOVE OR INSTALL WEAPON CONTROL SYSTEMS FUSES, LIGHT BULBS, OR TUBES	2.25	74
F1	INSPECT AIRCRAFT FOR GROUNDING	1.85	50
W78	STOW AC-130 WCS AWG-22 TRAINABLE GUN MOUNT SAFETY CAGES	1.56	1
E4	CLEAN MAINTENANCE SHOP AREAS SUCH AS FLOORS OR WALLS	1.11	70

* LESS THAN ONE PERCENT

TABLE 9

JOB DIFFICULTY INDICES FOR CAREER LADDER GROUPS

GROUPS	JOB DIFFICULTY INDEX
I. F-5E WEAPON CONTROL SYSTEMS (WCS) PERSONNEL (GRP315)	11.4
II. F-4C/D WCS PERSONNEL (GRP065)	10.4
a. F-4C/D FLIGHTLINE/FIELD SHOP PERSONNEL (GRP274)	14.0
b. F-4C/D FLIGHTLINE PERSONNEL (GRP241)	8.0
c. F-4C/D FIELD SHOP PERSONNEL (GRP151)	11.4
III. A-7D WCS PERSONNEL (GRP098)	10.9
a. A-7D TEST STATION/FLIGHTLINE PERSONNEL (GRP332)	11.9
b. A-7D FLIGHTLINE CHECKOUT PERSONNEL (GRP233)	6.9
c. A-7D FLIGHTLINE SUPERVISORS (GRP247)	16.8
d. A-7D TEST STATION INTERMEDIATE MAINTENANCE PERSONNEL (GRP218)	10.0
IV. F-4E WCS PERSONNEL (GRP078)	13.2
a. F-4E FIELD SHOP PERSONNEL (GRP139)	17.2
b. F-4E FLIGHTLINE PERSONNEL (GRP140)	10.0
c. F-4E TRAINING PERSONNEL (GRP207)	12.8
V. F-105 WCS PERSONNEL (GRP225)	16.6
a. F-105 FIELD SHOP/FLIGHTLINE PERSONNEL (GRP246)	18.3
b. F-105 FLIGHTLINE CHECKOUT PERSONNEL (GRP432)	12.1
VI. AC-130 WCS PERSONNEL (GRP447)	18.6
VII. F-106 WCS PERSONNEL (GRP049)	18.9
a. F-106 FLIGHTLINE MAINTENANCE PERSONNEL (GRP141)	18.5
b. F-106 SYSTEMS REPAIRMEN (GRP181)	22.0
VIII. WCS SUPERVISORS/INSPECTORS (GRP035)	11.2
IX. TECHNICAL SCHOOL INSTRUCTORS (GRP029)	9.4

SUMMARY OF BACKGROUND INFORMATION

Each USAF Job Inventory contains a background information section in which the respondent reports information about himself and his job. This information for the WCS respondents is summarized in the following paragraphs.

Expression of Job Interest and Perceived Utilization Of Talents and Training

Table 10 summarizes job interest and perceived utilization of talents and training for first-term airmen (1-48 months total federal active military service) grouped by shredout. As shown, job interest varied from a low of 51 percent for P-shredout first-term respondents to a high of 88 percent for C-shredout first-term respondents. For 23 studies completed in 1976, 65 percent of the first-term airmen found their job interesting. The C- and N-shredout first-termers showed the greatest perceived utilization of talents (88 and 85 percent fairly well or better) and training (100 and 95 percent fairly well or better). The S-shredout first-term airmen expressed the lowest perceived utilization of talents (59 percent fairly well or better), while the non-shredout respondents had the lowest perceived utilization of training (74 percent fairly well or better). For first-term airmen in 21 studies completed in 1976, 71 percent felt their talents were being well used and 79 percent felt their training were being well used.

Reenlistment Intentions

Survey respondents also indicated their intent to reenlist. This data was compared by shredout groups to actual reenlistment figures for FY 77. Table 11 displays this comparison. For first-term airmen, the intent to reenlist ranged from 21 percent for P- and S-shredout respondents to 71 percent for C-shredout respondents. The actual FY 77 reenlistment rates for all 321X2 first-term airmen was 23 percent and ranged from a low of 14 percent (N-shredout) to a high of 50 percent (C-shredout) for the various shredout groups. For second-term airmen, the intent to reenlist ranged from 54 percent for P-shredout to 69 percent for N-shredout respondents. Actual reenlist rates for second-term airmen ranged from 50 percent (P-shredout) to 100 percent (N-shredout). The average actual reenlistment rate for all 321X2 second-term airmen was 64 percent. The intent to reenlist for third-term or later enlistment (career) respondents ranged from 53 to 93 percent (C- and N-shredout respectively) for the different shredouts. (This data, however, also includes personnel eligible to retire). Actual reenlistment rates ranged from 90 to 100 percent for the different shredout groups and the overall actual reenlistment rate was 96 percent.

Although the reenlistment rates for second-term and career personnel in the 32lX2 career ladder compare favorably to the Air Force average, the first-term reenlistment rated of 23 percent is much lower than the Air Force average of 39 percent. An examination of write-in statements provided by survey respondents gave a variety of complaints that may contribute to the low first-term reenlistment rate.

The most common complaint concerned the long and "poor" hours personnel have to work. Other complaints included no pro-pay or servicemen's reenlistment bonus (SRB). Additional complaints concerned personnel in the N-shredout. These individuals complained of not being allowed to train out of the F-105, "a dying aircraft," and/or not being allowed to PCS since the F-105 is assigned at only one base. Overall, however, only 60 complaints were received out of 2,021 respondents.

TABLE 10

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING FOR FIRST TERM AIRMEN ACROSS SHREDOUT GROUPS
(PERCENT MEMBERS PERFORMING)

	321X2 (N=47)	321X2A (N=225)	321X2C (N=17)	321X2N (N=20)	321X2P (N=249)	321X2Q (N=369)	321X2S (N=75)
I FIND MY JOB:							
DULL	13	14	0	5	14	9	15
SO-SO	11	19	12	40	22	19	20
INTERESTING	74	67	88	55	51	69	64
NO REPLY	2	0	0	0	3	3	1
MY JOB UTILIZES MY TALENTS:							
NOT AT ALL OR VERY LITTLE	28	24	6	15	31	20	41
FAIRLY WELL TO VERY WELL	63	71	76	85	67	73	55
EXCELLENTLY TO PERFECTLY	9	4	12	0	2	6	4
NO REPLY	0	1	6	0	0	1	0
MY JOB UTILIZES MY TRAINING:							
NOT AT ALL OR VERY LITTLE	26	17	0	5	20	20	25
FAIRLY WELL OR BETTER	70	77	71	90	74	71	64
EXCELLENTLY TO PERFECTLY	4	6	29	5	6	8	11
NO REPLY	0	0	0	0	0	1	0

TABLE 11

ACTUAL REENLISTMENT RATES FOR FY 77 AND EXPRESSED REENLISTMENT INTENTIONS FOR 321X2 RESPONDENTS

	321X2			321X2A			321X2C			321X2N		
	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER
ELIGIBLE TO REENLIST	7	11	61	84	20	29	2	7	10	7	3	7
ACTUALLY REENLISTED	2	8	57	22	12	29	1	5	10	1	3	7
REENLISTMENT RATE	29%	73%	93%	26%	60%	100%	50%	71%	100%	14%	100%	100%
PLAN TO REENLIST (PERCENT)												
NO OR PROBABLY NO	55	30	32*	59	37	28*	29	34	46*	55	26	7*
YES OR PROBABLY YES	43	67	68	39	59	70	71	60	53	40	69	93
NO REPLY	2	3	0	2	3	2	0	6	1	5	5	0

	321X2P			321X2Q			321X2S		
	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER
ELIGIBLE TO REENLIST	72	26	29	95	20	33	20	13	10
ACTUALLY REENLISTED	18	13	26	20	14	32	3	9	10
REENLISTMENT RATE	25%	50%	90%	21%	70%	97%	15%	69%	100%
PLAN TO REENLIST (PERCENT)									
NO OR PROBABLY NO	70	46	40*	65	37	33*	77	41	36*
YES OR PROBABLY YES	21	54	57	23	59	65	21	59	64
NO REPLY	1	0	3	2	4	2	1	0	0

* INCLUDES THOSE PERSONNEL ELIGIBLE TO RETIRE

COMPARISON OF CURRENT SURVEY FINDING TO 1973 SURVEY

The results of this survey were compared to those of occupational survey report (OSR) 90-322-084, dated 15 January 1973. Generally, the major results of both surveys are very similar and appear to reflect a stable career ladder. The only difference noted is that this report contains reference to groups maintaining AC-130 gunships and F-5Es not found in the 1973 survey. The jobs performed at the various skill levels have changed little if at all since the last report.

DISCUSSION

The findings of this survey tend to validate the current career ladder structure. The general lack of overlap in terms of tasks performed between the various aircraft groups clearly supports the present method of shredding the career ladder by type of aircraft.

The survey findings also reflect that the AFR 39-1 specialty descriptions for each skill level provide good coverage of the major duties and responsibilities performed by career ladder incumbents. However, the survey data also show that the A-, C-, and S-shredout STSs lack coverage of inventory tasks performed by personnel with these shredouts. These STSs should be reviewed for the possible inclusion of the appropriate inventory tasks. In addition, non-shredout 321X2 personnel who work on F-5E aircraft were not covered by an STS. It would seem appropriate that an STS be written to cover these individuals.

Finally, the career ladder is entering a time of change. The F-105 and the A-7D aircraft will be transferred to the Reserves and Air National Guard. Meanwhile, the A-10 is entering the active inventory in increasing numbers and 321X2 personnel are maintaining its weapon control system. This raises the question of whether or not A-10 WCS personnel will have their own shredout or be grouped with the non-shredout F-5E personnel?

Considering the above discussion, it appears that this career ladder should be resurveyed within the next three years. This would aid in judging the impact to the career ladder of the addition of the A-10 aircraft. Also the data collected would be valuable in evaluating the STS covering A-10 personnel and in determining the appropriateness of the training these individuals will receive.

APPENDIX A

FUNCTIONAL GROUPS IDENTIFIED IN THE SURVEY ANALYSIS

I. F-5E Weapon Control Systems (WCS) Personnel (GRP315)

II. F-4C/D WCS Personnel (GRP065)

- a. F-4C/D Flightline/Field Shop Personnel (GRP274)
  - (1) F-4C/D Tests Equipment Personnel (GRP407)
- b. F-4C/D Flightline Personnel (GRP241)
- c. F-4C/D Field Shop Personnel (GRP151)

III. A-7D WCS Personnel (GRP098)

- a. A-7D Test Station/Flightline Personnel (GRP332)
- b. A-7D Flightline Checkout Personnel (GRP233)
- c. A-7D Flightline Supervisors (GRP247)
- d. A-7D Test Station Intermediate Maintenance Personnel (GRP218)

IV. F-4E WCS Personnel (GRP078)

- a. F-4E Field Shop Personnel
  - (1) F-4E Field Shop Checkout and Repair Personnel (GRP467)
  - (2) F-4E Field Shop/Flightline Personnel (GRP420)
- b. F-4E Flightline Personnel (GRP140)
  - (1) F-4E Flightline Crew Chiefs (GRP437)
  - (2) F-4E Flightline/Field Shop Repair Personnel (GRP430)
  - (3) F-4E Flightline/Field Shop Checkout Personnel (GRP504)
  - (4) F-4E Flightline Safety Personnel (GRP366)
  - (5) F-4E/F-4C/D Flightline Personnel (GRP450)
- c. F-4E Training Instructors (GRP207)

V. F-105 WCS Personnel (GRP225)

- a. F-105 Field Shop/Flightline Maintenance Personnel (GRP246)
- b. F-105 Flightline Checkout Personnel (GRP432)

VI. AC-130 WCS Personnel (GRP447)

FUNCTIONAL GROUPS IDENTIFIED IN THE SURVEY ANALYSIS (CONTINUED)

VII. F-106 WCS Personnel (GRP049)

- a. F-106 Flightline Personnel (GRP141)
  - (1) F-106 Systems Repair/Flightline Personnel (GRP1138)
  - (2) F-106 Flightline/Systems Repair Personnel (GRP723)
  - (3) F-106 Flightline Systems Maintenance Personnel (GRP382)
  - (4) F-106 Flightline Maintenance Crew Leaders (GRP219)
- b. F-106 Systems Repairmen (GRP181)

VIII. WCS Supervisors/Inspectors (GRP035)

- a. Quality Control/Safety Inspectors (GRP284)
- b. Avionics Branch and Section Chiefs (GRP203)
- c. Avionics Branch Chiefs (GRP236)
- d. Headquarters Personnel (GRP136)
- e. F-4E Flightline Supervisors (GRP214)

IX. Technical School Instructors (GRP029)

- a. Instructor Supervisors (GRP220)
- b. Training Evaluators (GRP151)

I. F-5E WEAPON CONTROL SYSTEMS (WCS) PERSONNEL (GRP315)

NUMBER IN GROUP: 29

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (59%), USAFE (35%), ATC (6%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 32152 (79%), 32172 (14%), 32192 (3%), NO REPLY (4%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 56 MONTHS

AVERAGE TIME IN SERVICE: 75 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41%

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (0%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

AVERAGE NUMBER OF TASKS PERFORMED: 107

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
Y	PERFORMING MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-5E	39
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	20
H	PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	15
G	MAINTAINING FORMS, RECORDS, AND REPORTS	12
F	PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	4

GROUP DIFFERENTIATING TASKS:

TASKS	
Y19	ISOLATE MALFUNCTIONS WITHIN F-4E WCS RADAR PROCESSORS
Y20	ISOLATE MALFUNCTIONS WITHIN F-5E WCS RADAR RECEIVER TRANSMITTERS
Y25	PERFORM OPERATIONAL TESTS ON F-5E WCS RADAR INDICATORS
Y27	PERFORM OPERATIONAL TESTS ON F-5E WCS RADAR RECEIVER TRANSMITTERS

The members of this small group indicated that their primary job is the maintenance of weapon control systems (WCS) on F-5Es. These respondents differ from other personnel discussed in this report in that none carry a shredout with their DAFSC.

II. F-4C/D WCS PERSONNEL (GRP065)

NUMBER IN GROUP: 380

PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: TAC (60%), USAFE (18%), PACAF (17%)

LOCATION: CONUS (63%), OVERSEAS (36%), NO REPLY (1%)

DAFSC DISTRIBUTION: 32132 (19%), 32152 (56%), 32172 (14%), NO REPLY (11%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 46 MONTHS

AVERAGE TIME IN SERVICE: 57 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (21%), INTERESTING (63), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 99

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
K PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	31
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	24
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	22
G MAINTAINING FORMS, RECORDS, AND REPORTS	7
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	4

GROUP DIFFERENTIATING TASKS:

TASKS	
K3	ADJUST OR ALIGN F-4C OR D INDICATOR CONTROL UNITS
K32	REMOVE OR INSTALL F-4C OR D ELECTRICAL SYNCHRONIZERS
L6	ADJUST OR ALIGN F-4C OR D RADAR SYNCHRONIZERS
L5	ADJUST OR ALIGN F-4C OR D RADAR RECEIVER-TRANSMITTERS
K44	SET UP OR OPERATE AN/AWM-6 TEST CARTS

The members of this group use most of their time performing flightline (Duty K) or field shop (Duty L) WCS maintenance on the F-4C or D and carry a P-shredout with their DAFSC. This large group contains three subgroups: F-4C/D Flightline/ Field Shop Personnel (GRP274), F-4C/D Flightline Personnel (GRP241), and F-4C/D Field Shop Personnel (GRP151).

IIa. F-4C/D FLIGHTLINE/FIELD SHOP MAINTENANCE PERSONNEL (GRP274)

NUMBER IN GROUP: 99

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: TAC (43%), USAFE (26%), PACAF (19%), AFSC (6%)

LOCATION: CONUS (54%), OVERSEAS (46%)

DAFSC DISTRIBUTION: 32132 (7%), 32152 (64%), 32172 (20%), NO REPLY (9%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 57 MONTHS

AVERAGE TIME IN SERVICE: 69 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 49%

AMOUNT OF SUPERVISION: 41 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (23%), INTERESTING (66%), NO REPLY (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

AVERAGE NUMBER OF TASKS PERFORMED: 153

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	30
K PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	25
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	17
G MAINTAINING FORMS, RECORDS, AND REPORTS	7
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

TASKS	
K9	FILL OR BLEED F-4C OR D OS-45 COOLING SYSTEMS
K29	REMOVE OR INSTALL F-4C OR D CONTROL POWER SUPPLIES
L3	ADJUST OR ALIGN F-4C OR D RADAR ANTENNA CONTROLS
L9	FINE TUNE F-4C OR D AZIMUTH, ELEVATION, OR RANGE INDICATORS (FORWARD/AFT)

Members in this group closely parallel the larger F-4C/D group in tasks performed and time spent on duties. It does, however, contain a distinctive subgroup: F-4C/D Test Equipment Personnel (GRP407). Members of this small group perform an average of over twice as many tasks as other members in the larger F-4C/D Flightline/Field Shop Personnel (GRP274) group. Group members also spend a slightly higher amount of job time performing calibration and maintenance of category II test equipment (Duty H). This small group also has more personnel assigned overseas in commands such as USAFE and PACAF.

IIa(1). F-4C/D TEST EQUIPMENT PERSONNEL (GRP407)

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: USAFE (47%), PACAF (35%), TAC (18%)

LOCATION: CONUS (24%), OVERSEAS (76%)

DAFSC DISTRIBUTION: 32152 (71%), 32172 (23%), NO REPLY (6%)

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 85 MONTHS

AVERAGE TIME IN SERVICE: 98 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 24%

AMOUNT OF SUPERVISION: 59 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (24%), SO-SO (12%), INTERESTING (59%), NO REPLY (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 276

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	23
K PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	20
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	15
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	13
G MAINTAINING FORMS, RECORDS, AND REPORTS	9

GROUP DIFFERENTIATING TASKS:

TASKS	
H49	CALIBRATE MD-563/AWM-8 COMPRESSOR-DEHYDRATORS
H28	CALIBRATE CN-808A VOLTAGE REGULATORS
K14	PERFORM OPERATIONAL CHECKS OF F-4C OR D AIM-7 MISSILE FIRING CIRCUITS USING TS-1828 TEST SETS
K43	SET UP OR OPERATE TS-2416 TEST SETS
L28	REMOVE OR INSTALL F-4C OR D AIM-4D AIRBORNE MISSILE CONTROL SYSTEM COMPONENTS
L51	SET UP OR OPERATE TS-2434/AWM-27 TEST SETS

III. F-4C/D FLIGHTLINE PERSONNEL (GRP241)

NUMBER IN GROUP: 192

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: TAC (72%), USAFE (17%), PACAF (9%)

LOCATION: CONUS (72%), OVERSEAS (27%), NO REPLY (1%)

DAFSC DISTRIBUTION: 32132 (25%), 32152 (53%), 32172 (10%), NO REPLY (12%)

AVERAGE GRADE: 3.7

AVERAGE TIME IN CAREER FIELD: 41 MONTHS

AVERAGE TIME IN SERVICE: 49 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 70%

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (24%), INTERESTING (57%), NO REPLY (4%)

PERCEIVED UTILIZATION OF TALENTS:	
LITTLE OR NOT AT ALL	29%
FAIRLY WELL OR BETTER	70%
NO REPLY	1%

PERCEIVED UTILIZATION OF TRAINING:	
LITTLE OR NOT AT ALL	22%
FAIRLY WELL OR BETTER	78%

AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
K PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	48
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	22
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	8
G MAINTAINING FORMS, RECORDS, AND REPORTS	6
F PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
K15	PERFORM OPERATIONAL CHECKS OF F-4C OR D AIM-7 MISSILE FIRING CIRCUITS USING TS-2059 TEST SETS
K17	PERFORM BIT OF F-4C OR D WEAPON CONTROL SYSTEMS
K38	REMOVE OR INSTALL F-4C OR D RECEIVER-TRANSMITTERS
K40	REMOVE OR INSTALL F-4C OR D TG-75 TUNING DRIVES
K9	FILL OR BLEED F-4C OR D OS-45 COOLING SYSTEMS

Members of this subgroup and the one on the next page [F-4C/D Field Shop Maintenance Personnel (GRP151)] differ from each other and the larger group in that tasks performed are concentrated on either flightline or field shop maintenance tasks. Both subgroups spend very little time performing tasks performed by the other subgroup.

IIc F-4C/D FIELD SHOP MAINTENANCE PERSONNEL (GRP151)

NUMBER IN GROUP: 87

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (54%), PACAF (31%), USAFE (10%)

LOCATION: CONUS (55%), OVERSEAS (45%)

DAFSC DISTRIBUTION: 32132 (18%), 32152 (55%), 32172 (14%), NO REPLY (13%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 45 MONTHS

AVERAGE TIME IN SERVICE: 55 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (10%), INTERESTING (75%), NO REPLY (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 86

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	51
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	25
G MAINTAINING FORMS, RECORDS, AND REPORTS	8
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	4

GROUP DIFFERENTIATING TASKS:

TASKS	
L4	ADJUST OR ALIGN F-4C OR D RADAR CONTROL POWER SUPPLIES
L5	ADJUST OR ALIGN F-4C OR D RADAR RECEIVER-TRANSMITTERS
L18	PERFORM BENCH CHECKS OF F-4C OR D RADAR ANTENNA CONTROLS
L27	REMOVE OR INSTALL F-4C OR D WCS MOCK-UP COMPONENTS
L30	REMOVE OR INSTALL F-4C OR D AUXILIARY RADAR SET CONTROL COMPONENTS

III. A-7D WCS PERSONNEL (GRP098)

NUMBER IN GROUP: 86

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (93%), ATC (4%)

LOCATION: CONUS (95%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 32132 (2%), 32152 (71%), 32172 (12%), NO REPLY (15%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 52 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 68%

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (22%), INTERESTING (65%), NO REPLY (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 63%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 106

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
J PERFORMING A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE	28
I PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS	26
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	20
G MAINTAINING FORMS, RECORDS, AND REPORTS	8

GROUP DIFFERENTIATING TASKS:

TASKS	
I27	REMOVE OR INSTALL A-7D PILOT DISPLAY UNITS
I7	PERFORM A-7D COMPUTER SELF-TEST SEQUENCES
J17	ISOLATE MALFUNCTIONS TO A-7D SWEEP GENERATORS
J33	REMOVE OR INSTALL A-7D PILOT DISPLAY UNIT (PDU) COMPONENTS
I21	REMOVE OR INSTALL A-7D FORWARD LOOKING RADAR (FLR) POWER SUPPLY PROGRAMMERS

The members of this group possess the 5-shredout and maintain the weapon control systems on the A-7D. This group has four subgroups: A-7D Test Station/Flightline Personnel (GRP322), A-7D Flightline Checkout Personnel (GRP233), A-7D Flightline Supervisors (GRP247), and A-7D Test Station Intermediate Maintenance Personnel (GRP218).

The A-7D Test Station/Flightline Maintenance Personnel closely parallel the larger group as a whole. However, the A-7D Flightline Checkout Personnel (GRP233) concentrate task performance on flightline checkouts of weapon control systems (Duty I) and spend little job time performing test station intermediate maintenance tasks. The Test Station Intermediate Maintenance Personnel (GRP218) are the reverse; 68 percent of their job time is spent performing test station intermediate maintenance tasks.

III. GRP098 (CONTINUED)

The A-7D Flightline Supervisors (GRP247) vary from other group members by spending less job time performing A-7D flightline checkouts and test station intermediate maintenance tasks (27 percent job time versus 54 percent for the group). Instead group members spend a larger amount of their job time performing various supervisory tasks and maintaining forms, records, and reports (Duty G).

III. A-7D TEST STATION/FLIGHTLINE PERSONNEL (GRP332)

NUMBER IN GROUP: 49

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (98%), ATC (2%)

LOCATION: CONUS (94%), OVERSEAS (2%), NO REPLY (4%)

DAFSC DISTRIBUTION: 32132 (4%), 32152 (78%), 32172 (6%), NO REPLY (12%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 42 MONTHS

AVERAGE TIME IN SERVICE: 50 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 76%

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (12%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 118

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
J	PERFORM A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE	33
I	PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS	23
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	19
G	MAINTAINING FORMS, RECORDS, AND REPORTS	9
H	PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	4

GROUP DIFFERENTIATING TASKS:

TASKS	
J8	INTERPRET A-7D PILOT DISPLAY UNIT (PDU) FAULTS FROM TEST STATION READ-OUTS
I5	PERFORM A-7D BEACON LOCAL OSCILLATOR CENTER FREQUENCY ADJUSTMENTS
J9	INTERPRET A-7D SIGNAL DATA PROCESSOR (SDP) FAULTS FROM TEST STATION READOUTS
J24	PERFORM MINIMUM PERFORMANCE CHECKS ON A-7D NAVIGATIONAL WEAPON DELIVERY COMPUTERS (NWDC)
J32	PERFORM OPTICAL ALIGNMENTS OF A-7D PDU

III b. A-7D FLIGHTLINE CHECKOUT PERSONNEL (GRP233)

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (85%), AFSC (10%), ADC (5%)

LOCATION: CONUS (90%), OVERSEAS (0%), NO REPLY (10%)

DAFSC DISTRIBUTION: 32152 (70%), 32172 (20%), NO REPLY (10%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 40 MONTHS

AVERAGE TIME IN SERVICE: 51 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 70%

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (30%), INTERESTING (60%), NO REPLY (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS	44
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	27
G MAINTAINING FORMS, RECORDS, AND REPORTS	7
J PERFORMING A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

TASKS

I7 PERFORM A-7D COMPUTER SELF-TEST SEQUENCES
I8 PERFORM A-7D HEADS UP DISPLAY (HUD) BUILT-IN TEST (BIT) SEQUENCES
I13 PERFORM A-7D RADAR RECEIVER CENTER FREQUENCY ADJUSTMENTS
I23 REMOVE OR INSTALL A-7D FORWARD LOOKING RADAR (FLR) SET CONTROLS
I27 REMOVE OR INSTALL A-7D PILOT DISPLAY UNITS

III. A-7D FLIGHTLINE SUPERVISORS (GRP247)

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN 1 PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (71%), ATC (29%)

LOCATION: CONUS (86%), OVERSEAS (14%)

DAFSC DISTRIBUTION: 32152 (29%), 32172 (43%), NO REPLY (29%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 85 MONTHS

AVERAGE TIME IN SERVICE: 88 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 43%

AMOUNT OF SUPERVISION: 71 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (29%), INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 192

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I	PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS	17
B	DIRECTING AND IMPLEMENTING	15
G	MAINTAINING FORMS, RECORDS, AND REPORTS	14
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	13
J	PERFORMING A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE	10
H	PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	9
A	PLANNING AND ORGANIZING	9

GROUP DIFFERENTIATING TASKS:

TASKS	
I14	PERFORM A-7D RADAR FAULT LOCATOR CHECKS
I17	REMOVE OR INSTALL A-7D FLR ANTENNAS
I26	REMOVE OR INSTALL A-7D NAVIGATIONAL WEAPON DELIVERY COMPUTERS (NWDC)
B38	SUPERVISE WEAPON CONTROL SYSTEMS MECHANICS (AFSC 32152S, FORMERLY 32251S)
E16	REMOVE OR INSTALL WEAPON CONTROL SYSTEMS PANELS OR DOORS

IIId. A-7D TEST STATION INTERMEDIATE MAINTENANCE PERSONNEL (GRP218)

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: LESS THAN 1 PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32152 (67%), NO REPLY (33%)

AVERAGE GRADE: 3.3

AVERAGE TIME IN CAREER FIELD: 29 MONTHS

AVERAGE TIME IN SERVICE: 32 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 89%

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (44%), INTERESTING (56%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

AVERAGE NUMBER OF TASKS PERFORMED: 56

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
J PERFORMING A-7D WEAPON CONTROL SYSTEMS TEST STATION INTERMEDIATE MAINTENANCE	68
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	16
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	6
I PERFORMING FLIGHTLINE CHECKOUTS OF A-7D WEAPON CONTROL SYSTEMS	4

GROUP DIFFERENTIATING TASKS:

TASKS	
J22	PERFORM MINIMUM PERFORMANCE CHECKS ON A-7D MULTIPLE AIR NAVIGATION INDICATORS
J30	PERFORM MINIMUM PERFORMANCE CHECKS ON A-7D SWEEP GENERATORS
J38	SET UP OR OPERATE AN/APM-302A(V) RADAR MODULE TEST SETS
J40	SET UP OR OPERATE AN/APM-336A(V) RADAR VIDEO TEST SETS
J28	PERFORM MINIMUM PERFORMANCE CHECKS ON A-7D RADAR TRANSMITTERS

IV. F-4E WCS PERSONNEL (GRP078)

NUMBER IN GROUP: 534

PERCENT OF SAMPLE: 26%

MAJOR COMMAND DISTRIBUTION: TAC (65%), USAFE (14%), PACAF (9%), ATC (5%), AAC (5%)

LOCATION: CONUS (70%), OVERSEAS (29%), NO REPLY (1%)

DAFSC DISTRIBUTION: 32132 (19%), 32152 (55%), 32172 (15%), NO REPLY (11%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 42 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 68%

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (17%), INTERESTING (72%), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	20%
FAIRLY WELL OR BETTER	80%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	18%
FAIRLY WELL OR BETTER	81%
NO REPLY	1%

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M	PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	34
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	17
N	PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	14
O	PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OR SUB-ASSEMBLIES ON F-4E	12
G	MAINTAINING FORMS, RECORDS, AND REPORTS	6
H	PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	4

GROUP DIFFERENTIATING TASKS:

TASKS	
M18	PERFORM F-4E ELECTRICAL FREQUENCY CONTROL (EFC) ALIGNMENTS
M12	PERFORM F-4E ANGLE TRACK CHECKS
M25	PERFORM F-4E RANGE MINIMUM (R-MIN) OR RANGE MAXIMUM (R-MAX) CHECKS
N14	ADJUST OR ALIGN F-4E RADAR TRANSMITTERS
N1	ADJUST OR ALIGN F-4E ANTENNAS
O25	ISOLATE MALFUNCTIONS TO F-4E WAVE GUIDE ASSEMBLY COMPONENTS

IV. (GRP078) (CONTINUED).

The members of this major group work primarily on the F-4E and have a Q-shredout with their DAFSC. Most of their job time is spent performing flightline or field shop maintenance tasks. Three subgroups are found in this large group: F-4E Field Shop Personnel (GRP139), F-4E Flightline Personnel (GRP140), and F-4E Training Instructors (GRP207).

The F-4E Field Shop Personnel (GRP139) concentrate their efforts on performing field shop checkouts, adjustments, alignments, and repairs of WCS components and subassemblies (Duties N and O). These respondents also spend some time performing flightline tasks normally performed by members of the F-4E Flightline Personnel (GRP140) group. These flightline personnel concentrate an average of 50 percent of their job time on flightline tasks and perform few field shop tasks.

Twelve of the 13 members in the Training Instructors (GRP207) group have a "T" prefix with their DAFSC. Nine group members are assigned to the 3453rd School Squadron at Lowry AFB, CO. Generally, group members spend only 19 percent of their job time performing training tasks as compared the 49 percent average time spent by the other Training Instructors (GRP029) discussed later in this section. Incumbents spend a large amount of job time performing F-4E related tasks.

Within the first two subgroups discussed above, there are several smaller groups that are distinctive based on small variations in task performance. These groups are discussed briefly on the following pages.

IVa F-4E FIELD SHOP PERSONNEL (GRP139)

NUMBER IN GROUP: 237

PERCENT OF SAMPLE: 12%

MAJOR COMMAND DISTRIBUTION: TAC (58%), USAFE (16%), PACAF (10%), AAC (6%), ATC (5%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 32132 (13%), 32152 (57%), 32172 (19%), NO REPLY (11%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 49 MONTHS

AVERAGE TIME IN SERVICE: 62 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (17%), INTERESTING (76%), NO REPLY (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

AVERAGE NUMBER OF TASKS PERFORMED: 181

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
N	PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	25
O	PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OR SUB-ASSEMBLIES ON F-4E	24
M	PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	16
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	14
G	MAINTAINING FORMS, RECORDS, AND REPORTS	6
H	PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	5

GROUP DIFFERENTIATING TASKS:

TASKS	
N1	ADJUST OR ALIGN F-4E ANTENNAS
N4	ADJUST OR ALIGN F-4E CONTROL OSCILLATORS (RT ELECTRONICS)
N27	PERFORM BENCH CHECKS OF F-4E CONTROL INDICATORS
N32	PERFORM BENCH CHECKS OF F-4E ELECTRICAL SYNCHRONIZERS
09	ISOLATE MALFUNCTIONS TO F-4E ELECTRICAL SYNCHRONIZER COMPONENTS
012	ISOLATE MALFUNCTIONS TO F-4E LCOSS SIGHT COMPONENTS
030	REMOVE OR INSTALL F-4E CONTROL MONITOR COMPONENTS
038	REMOVE OR INSTALL F-4E INTRA-TARGET DATA INDICATOR COMPONENTS (FORWARD)

IVa(1). F-4E FIELD SHOP CHECKOUT AND REPAIR PERSONNEL (GRP467)

NUMBER IN GROUP: 125

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: TAC (52%), USAFE (20%), AAC (10%), ATC (8%), PACAF (6%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 32132 (10%), 32152 (62%), 32172 (17%), NO REPLY (11%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 50 MONTHS

AVERAGE TIME IN SERVICE: 61 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 64%

AMOUNT OF SUPERVISION: 34 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (14%), INTERESTING (76%), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 85%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 192

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M	PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	24
O	PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OR SUB-ASSEMBLIES ON F-4E	22
N	PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	21
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	13

GROUP DIFFERENTIATING TASKS:

TASKS	
049	REMOVE OR INSTALL F-4E TG-213A TUNING DRIVE COMPONENTS
011	ISOLATE MALFUNCTIONS TO F-4E INTRA-TARGET DATA INDICATOR COMPONENTS (FORWARD)
N35	PERFORM BENCH CHECKS OF F-4E INTRA-TARGET DATA INDICATORS (FORWARD)
N7	ADJUST OR ALIGN F-4E ELECTRICAL SYNCHRONIZERS
M26	PERFORM F-4E RANGE TRACK CHECKS
M36	PERFORM OPERATIONAL CHECKS ON AN/APM-282 COMPUTER TEST SETS

Within the F-4E Field Shop Personnel (GRP139) group (as discussed earlier), there are two distinctive groups based on variations in task performance. The first group is the F-4E Field Shop Checkout and Repair Personnel (GRP467). Task performance for the field shop group varies from the larger group (GRP139) in that few group members spend anytime performing minimum performance check of WCS on F-4E. Instead, tasks performed are almost totally limited to F-4E field shop tasks.

IV8(2). F-4E FIELD SHOP/FLIGHTLINE PERSONNEL (GRP420)

NUMBER IN GROUP: 82

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (67%), PACAF (16%), USAFE (11%), AAC (2%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 32132 (13%), 32152 (59%), 32172 (17%), NO REPLY (11%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 42 MONTHS

AVERAGE TIME IN SERVICE: 58 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: 37 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (24%), INTERESTING (70%), NO REPLY (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 88%
NO REPLY 1%

AVERAGE NUMBER OF TASKS PERFORMED: 133

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
N PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	34
O PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OR SUB-ASSEMBLIES ON F-4E	32
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	16
G MAINTAINING FORMS, RECORDS, AND REPORTS	6
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	3

GROUP DIFFERENTIATING TASKS:

TASKS	
N9	ADJUST OR ALIGN F-4E INTRA-TARGET DATA INDICATORS (FORWARD)
N23	PERFORM BENCH CHECKS OF F-4E ANTENNA CONTROLS
N33	PERFORM BENCH CHECKS OF F-4E ELECTRICAL SYNCHRONIZERS
02	ISOLATE MALFUNCTIONS TO F-4E ANTENNA CONTROL (SERVO ASSEMBLY) COMPONENTS
015	ISOLATE MALFUNCTIONS TO F-4E RADAR SET CONTROL COMPONENTS
039	REMOVE OR INSTALL F-4E POWER SUPPLY COMPONENTS
052	REMOVE OR INSTALL F-4E WCS COMPONENTS ON AN/AWM-37 MOCK-UPS

The second subgroup within the F-4E Field Shop Personnel (GRP139) group is the F-4E Field Shop/Flightline Personnel (GRP420) group. Incumbents divide job time equally between the performance of flightline minimum performance checks (Duty M), field shop repairs of WCSs components and subassemblies (Duty O), and field shop checks, adjustments, and alignments of F-4E WCSs (Duty N).

IVb. F-4E FLIGHTLINE PERSONNEL (GRP140)

NUMBER IN GROUP: 274

PERCENT OF SAMPLE: 14%

MAJOR COMMAND DISTRIBUTION: TAC (74%), USAFE (12%), PACAF (10%), AAC (4%)

LOCATION: CONUS (71%), OVERSEAS (27%), NO REPLY (2%)

DAFSC DISTRIBUTION: 32132 (24%), 32152 (54%), 32172 (11%), NO REPLY (11%)

AVERAGE GRADE: 3.7

AVERAGE TIME IN CAREER FIELD: 34 MONTHS

AVERAGE TIME IN SERVICE: 44 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 76%

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (17%), INTERESTING (69%), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	25%
	FAIRLY WELL OR BETTER	73%
	NO REPLY	2%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	19%
	FAIRLY WELL OR BETTER	79%
	NO REPLY	2%

AVERAGE NUMBER OF TASKS PERFORMED: 91

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	50
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	19
G MAINTAINING FORMS, RECORDS, AND REPORTS	6
N PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	5
F PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	5
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	3

GROUP DIFFERENTIATING TASKS:

TASKS	
M14	PERFORM F-4E BIT OF LCOSS
M23	PERFORM F-4E RADAR PRESSURIZATION CHECKS
M40	REMOVE OR INSTALL F-4E CONTROL POWER SUPPLIES
M47	REMOVE OR INSTALL F-4E RADAR ANTENNA CONTROLS
M56	REMOVE OR INSTALL F-4E TARGET IDENTIFICATION SYSTEM ELECTRO-OPTICALS (TISEO) VIDEO PROCESSORS

IVB(4). F-4E FLIGHTLINE CREW CHIEFS (GRP437)

NUMBER IN GROUP: 36

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (75%), USAFE (17%), PACAF (6%), AAC (3%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 32152 (56%), 32172 (44%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 77 MONTHS

AVERAGE TIME IN SERVICE: 93 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AMOUNT OF SUPERVISION: 72 PERCENT SUPERVISE, AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (22%), INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	17%
FAIRLY WELL OR BETTER	83%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	14%
FAIRLY WELL OR BETTER	83%
NO REPLY	3%

AVERAGE NUMBER OF TASKS PERFORMED: 124

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	37
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	18
B DIRECTING AND IMPLEMENTING	10
G MAINTAINING FORMS, RECORDS, AND REPORTS	10
F PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	5

GROUP DIFFERENTIATING TASKS:

TASKS	
M49	REMOVE OR INSTALL F-4E RADAR SET CONTROLS
B30	SUPERVISE APPRENTICE WEAPON CONTROL SYSTEMS MECHANICS (AFSC 32132Q, FORMERLY AFC 32231Q)
B37	SUPERVISE WEAPON CONTROL SYSTEMS MECHANICS (AFSC 32152Q, FORMERLY 32251Q)
M21	PERFORM F-4E PSEUDO SIGNAL DISTRIBUTION CHECKS
M12	PERFORM F-4E ANGLE TRACK CHECKS

Within the F-4E Flightline Personnel (GRP140) group, there are five subgroups that are distinctive enough to warrent brief discussion. This group differs in that most group members supervise other Q-shredout personnel and that the group contains a higher than average number of 7-skill level personnel. By acting as supervisors, group members spend a higher than average amount of job time performing directing and implementing (Duty B) tasks and the job time used to perform flightline minimum performance checks is decreased.

IVb(2). F-4E FLIGHTLINE/FIELD SHOP REPAIR PERSONNEL (GRP430)

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (67%), PACAF (20%), AAC (7%), USAFE (7%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 32132 (27%), 32152 (53%), 32172 (13%), NO REPLY (7%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 25 MONTHS

AVERAGE TIME IN SERVICE: 36 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 87%

AMOUNT OF SUPERVISION: 20 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (7%), INTERESTING (87%), NO REPLY (6%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

AVERAGE NUMBER OF TASKS PERFORMED: 108

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	39
O PERFORMING FIELD SHOP REPAIR OF WEAPON CONTROL SYSTEMS COMPONENTS OR SUB-ASSEMBLIES ON F-4E	20
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	17
N PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	5
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	5
G MAINTAINING FORMS, RECORDS, AND REPORTS	5

GROUP DIFFERENTIATING TASKS:

TASKS	
M9	PERFORM F-4E AIR-TO-AIR OR AIR-TO-GROUND BORESIGHT CHECKS
M17	PERFORM F-4E CW RADAR TRANSMITTER CHECKS
M50	REMOVE OR INSTALL F-4E RADAR SYNCHRONIZERS
O16	ISOLATE MALFUNCTIONS TO F-4E RADAR TRANSMITTER COMPONENTS
O25	ISOLATE MALFUNCTIONS TO F-4E WAVE GUIDE ASSEMBLY COMPONENTS

The members of this group compose the second distinct subgroup in the F-4E Flightline Personnel group. While the performance of flightline minimum performance checks (Duty M) tasks dominate the job time spent, group members also spend some 20 percent of their job time performing field shop repair of weapon control systems components or sub-assemblies on F-4E (Duty O) tasks.

IVB(3). F-4E FLIGHTLINE/FIELD SHOP CHECKOUT PERSONNEL (GRP504)

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AAC (27%), PACAF (27%), USAFE (27%), TAC (18%)

LOCATION: CONUS (18%), OVERSEAS (82%)

DAFSC DISTRIBUTION: 32152 (64%), NO REPLY (36%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 36 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 73%

AMOUNT OF SUPERVISION: 27% SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (27%), INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 64%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 133

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	40
N PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	26
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	18
G MAINTAINING FORMS, RECORDS, AND REPORTS	5

GROUP DIFFERENTIATING TASKS:

TASKS

M30 PERFORM F-4E SYNCHRONIZER ALIGNMENTS
M51 REMOVE OR INSTALL F-4E RADAR TRANSMITTER/RECEIVERS
N14 ADJUST OR ALIGN F-4E RADAR TRANSMITTERS
N31 PERFORM BENCH CHECKS OF F-4E CONTINUOUS WAVE (CW) TRANSMITTERS
N46 PERFORM BENCH CHECKS OF F-4E TARGET INTERCEPT COMPUTERS (TIC)

As with the F-4E Flightline/Field Shop Repair Personnel (GRP430) group just discussed, the performance of flightline minimum performance checks (Duty M) tasks consume most of these incumbents job time. However, 25 percent of job time spent is spent performing field shop checkouts, adjustments, and alignments of WCSs of F-4E (Duty N).

IVb(4). F-4E FLIGHTLINE SAFETY PERSONNEL (GRP366)

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (86%), USAFE (14%)

LOCATION: CONUS (86%), OVERSEAS (14%)

DAFSC DISTRIBUTION: 32132 (43%), 32152 (43%), NO REPLY (14%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 19 MONTHS

AVERAGE TIME IN SERVICE: 70 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 43%

AMOUNT OF SUPERVISION: 67% SUPERVISED AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: DULL (29%), SO-SO (14%), INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 57%
FAIRLY WELL OR BETTER 43%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 57%
FAIRLY WELL OR BETTER 43%

AVERAGE NUMBER OF TASKS PERFORMED: 56

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	38
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	23
F PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	18
G MAINTAINING FORMS, RECORDS, AND REPORTS	10

GROUP DIFFERENTIATING TASKS:

TASKS	
M52	REMOVE OR INSTALL F-4E TG-213A TUNING DRIVES
M12	PERFORM F-4E ANGLE TRACK CHECKS
F1	INSPECT AIRCRAFT FOR GROUNDING
F3	PERFORM AIRCRAFT ARMAMENT SAFETY INSPECTIONS
F4	PERFORM FOREIGN OBJECT (FO) INSPECTIONS

The distinctive feature of this group is that group incumbents use 18 percent of their job time performing power-off and safety inspections of weapons control systems (Duty F). This is three times as much time as spent by any of the other groups working on the F-4E.

IVb(5). F-4E/F-4C&D FLIGHTLINE PERSONNEL (GRP450)

NUMBER IN GROUP: 19

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (90%), PACAF (5%), USAFE (5%)

LOCATION: CONUS (74%), OVERSEAS (21%), NO REPLY (5%)

DAFSC DISTRIBUTION: 32132 (11%), 32152 (53%), 32172 (26%), NO REPLY (11%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 48 MONTHS

AVERAGE TIME IN SERVICE: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 47% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (11%), INTERESTING (63%), NO REPLY (15%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	16%
FAIRLY WELL OR BETTER	79%
NO REPLY	5%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	26%
FAIRLY WELL OR BETTER	69%
NO REPLY	5%

AVERAGE NUMBER OF TASKS PERFORMED: 143

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	36
K PERFORMING FLIGHTLINE MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	22
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	14
G MAINTAINING FORMS, RECORDS, AND REPORTS	5
B DIRECTING AND IMPLEMENTING	4
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	4
L PERFORMING FIELD SHOP MAINTENANCE OF WEAPON CONTROL SYSTEMS ON F-4C OR D	3

GROUP DIFFERENTIATING TASKS:

TASKS	
K7	ADJUST OR ALIGN F-4C OR D RADAR MODULATORS USING AN/APM-383 TEST SETS
K18	PERFORM OPERATIONAL CHECKS OF F-4C OR D AIM-7 MISSILE FIRING CIRCUITS USING AN/AWM-20 TEST SETS
K30	REMOVE OR INSTALL F-4C OR D DESICCANT DEHYDRATORS
M10	PERFORM F-4E ALLOWABLE STEERING ERROR (ASE) CHECKS
M31	PERFORM F-4E TG-213A TUNING DRIVE CHECKS

The unique feature of this group is that it contains both Q and P (F-4C and D) shredout personnel. Many group members indicated that they work on all three aircraft (the F-4C, the F-4D, and F-4E). As such, incumbents spend 22 percent of their job time performing flightline maintenance of weapon control systems on F-4C or D (Duty K).

IVc. F-4E TRAINING INSTRUCTORS (GRP207)

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (92%), TAC (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32152 (62%), 32172 (38%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 103 MONTHS

AVERAGE TIME IN SERVICE: 114 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: TWO INDIVIDUALS SUPERVISED AN AVERAGE OF NINE INCUMBENTS

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (8%), INTERESTING (92%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	28
D TRAINING	19
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	14
N PERFORMING FIELD SHOP CHECKOUTS, ADJUSTMENTS, AND ALIGNMENTS OF WEAPON CONTROL SYSTEMS ON F-4E	11
B DIRECTING AND IMPLEMENTING	9
G MAINTAINING FORMS, RECORDS, AND REPORTS	5
C EVALUATING AND INSPECTING	5

GROUP DIFFERENTIATING TASKS:

TASKS	
M37	PERFORM OPERATIONAL CHECKS ON AN/APM-283 RADAR TEST SETS
M12	PERFORM F-4E ANGLE TRACK CHECKS
D1	CONDUCT FORMAL CLASSROOM TRAINING
D3	CONDUCT REMEDIAL TRAINING
D5	DEMONSTRATE USE OF EQUIPMENT OR TOOLS

V F-105 WCS PERSONNEL (GRP225)

NUMBER IN GROUP: 43

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (93%), ATC (7%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (5%), 32152 (77%), 32172 (12%), NO REPLY (6%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 68 MONTHS

AVERAGE TIME IN SERVICE: 74 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 47%

AMOUNT OF SUPERVISION: 30% SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (26%), INTERESTING (61%)
NO REPLY (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

AVERAGE NUMBER OF TASKS PERFORMED: 161

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
P PERFORMING FLIGHTLINE CHECKOUTS OF ASG-19 F-105 WEAPON CONTROL SYSTEMS	30
Q PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS RADAR	21
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	16
S PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS ATTACK AND DISPLAY SYSTEMS	10
G MAINTAINING FORMS, RECORDS, AND REPORTS	6
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	5

GROUP DIFFERENTIATING TASKS:

TASKS	
P10	ADJUST OR ALIGN F-105 SYNCHRONIZERS
P22	PERFORM F-105 ASG-19 PRESSURIZATION CHECKS
P55	SET UP F-105 FLIGHT INDICATOR PRESENTATIONS
Q4	ADJUST OR ALIGN F-105 ELECTRICAL SYNCHRONIZERS
Q49	SET UP OR OPERATE F-105 RADAR ANALYZERS

The members of this group are assigned to the 35th Avionics Maintenance Squadron (AMS) at George AFB. Members have the 321X2N DAFSC and work on the F-105. This group contains two subgroups. The first subgroup is the F-105 Field Shop/Flightline Maintenance Personnel (GRP246) group. Task performance for these subgroup members parallels that for the larger group. However, the F-105 Flightline Checkout Personnel (GRP432) group differs from the larger group in that incumbents spend over 45 percent of their job time performing flightline checks (Duty P) as compared to 30 percent for the larger group.

Va. F-105 FIELD SHOP/FLIGHTLINE MAINTENANCE PERSONNEL (GRP246)

NUMBER IN GROUP: 31

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (90%), ATC (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (7%), 32152 (74%), 32172 (13%), NO REPLY (6%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 74 MONTHS

AVERAGE TIME IN SERVICE: 81 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 42%

AMOUNT OF SUPERVISION: 32% SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (23%), INTERESTING (61%)
NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 90%

AVERAGE NUMBER OF TASKS PERFORMED: 185

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
Q PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS RADAR	26
P PERFORMING FLIGHTLINE CHECKOUTS OF ASG-19 F-105 WEAPON CONTROL SYSTEMS	24
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	14
S PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS ATTACK AND DISPLAY SYSTEMS	13
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	6
G MAINTAINING FORMS, RECORDS, AND REPORTS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
Q2	ADJUST OR ALIGN F-105 CALIBRATION CONTROLS
Q15	BENCH CHECK F-105 ELECTRONIC CONTROL AMPLIFIERS
Q31	PERFORM MINIMUM PERFORMANCE CHECKS OF F-105 RADAR TRANSMITTERS
Q43	REMOVE OR INSTALL F-105 POST IF AMPLIFIER COMPONENTS
P16	PERFORM AIR-TO-AIR LOCK-ON SENSITIVITY OR RADAR GROUND CONTROL (RGC) THRESHOLD CHECKS
P31	PERFORM F-105 RECEIVER SENSITIVITY CHECKS

Vb. F-105 FLIGHTLINE CHECKOUT PERSONNEL (GRP432)

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32152 (83%), 32172 (8%), NO REPLY (9%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 52 MONTHS

AVERAGE TIME IN SERVICE: 57 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 25% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (33%), INTERESTING (59%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

AVERAGE NUMBER OF TASKS PERFORMED: 100

TIME SPENT ON DUTIES:

	DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
P	PERFORMING FLIGHTLINE CHECKOUTS OF ASG-19 F-105 WEAPON CONTROL SYSTEMS	45
E	PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	21
Q	PERFORMING FIELD SHOP MAINTENANCE OF ASG-19 F-105 WEAPON CONTROL SYSTEMS RADAR	9
G	MAINTAINING FORMS, RECORDS, AND REPORTS	8
F	PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	5

GROUP DIFFERENTIATING TASKS:

TASKS	
P4	ADJUST OR ALIGN F-105 ERROR DETECTOR AMPLIFIERS (EDA)
P29	PERFORM F-105 MISSILE COMPATIBILITY CHECKS ON AGM-78
P36	PERFORM OPERATIONAL TESTS OF F-105 AGM-78 SYSTEMS TIE-IN WITH ELECTRONIC COUNTERMEASURE (ECM) SYSTEMS
P46	PERFORM OPERATIONAL TESTS OF F-105 PHASE SHIFT COUPLERS
P51	PERFORM OPERATIONAL TESTS OF F-105 TOSS BOMB COMPUTER (TBC) MANUAL BOMB RELEASES

VI. AC-130 WCS PERSONNEL (GRP447)

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32152 (31%), 32172 (31%), 32192 (8%), NO REPLY (30%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 69 MONTHS

AVERAGE TIME IN SERVICE: 80 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AMOUNT OF SUPERVISION: 46% SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (23%), INTERESTING (69%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

AVERAGE NUMBER OF TASKS PERFORMED: 219

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
X PERFORMING INTERMEDIATE MAINTENANCE OF AC-130 WEAPON CONTROL SYSTEMS	35
W PERFORMING FLIGHTLINE MAINTENANCE OF AC-130 WEAPON CONTROL SYSTEMS	34
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	9
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	9

GROUP DIFFERENTIATING TASKS:

TASKS

W59 REMOVE OR INSTALL AC-130 WCS ASN-91 NAVIGATIONAL WEAPON DELIVERY COMPUTER (NWDC)
W13 LOAD AC-130 ASN-9 NWDC WITH OPERATIONAL FLIGHT PROGRAMS OR OPERATIONAL TEST PROGRAMS
X75 PERFORM MINIMUM PERFORMANCE CHECKS ON AC-130 WCS NWDC USING BENCH MOCK-UPS (BMU)
X48 LOAD TEST TAPES, MAINTENANCE TAPES, OR OPERATIONAL TAPES USING AC-130 WCS CONTROL AND DISPLAY UNITS (CADU)
W42 PERFORM OPERATIONAL CHECKS ON AC-130 WCS SLAVE SWITCHING SYSTEMS
X73 PERFORM MINIMUM PERFORMANCE CHECKS ON AC-130 WCS NAVIGATIONAL PANELS USING BMU

The personnel in this small group are assigned to the 834 AMS at Eglin AFB (Hurlburt Fld) Florida. These group members use 70 percent of their job time performing intermediate and flightline (Duties X and W) maintenance of the AC-130 WCS. Although the AFR 39-1 job description does not show S-shredout personnel working on AC-130s, all but two individuals (one has a 9-skill level) have a S-shredout with their DAFSC.

VII F-106 WCS PERSONNEL (GRP049)

NUMBER IN GROUP: 453

PERCENT OF SAMPLE: 22%

MAJOR COMMAND DISTRIBUTION: ADC (94%), ATC (5%), NO REPLY (1%)

LOCATION: CONUS (99%), OVERSEAS (1%)

DAFSC DISTRIBUTION: 32132 (10%), 32152 (57%), 32172 (23%), NO REPLY (10%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 68 MONTHS

AVERAGE TIME IN SERVICE: 78 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AMOUNT OF SUPERVISION: 35% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (16%), INTERESTING (74%), NO REPLY (2%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	17%
FAIRLY WELL OR BETTER	81%
NO REPLY	2%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	17%
FAIRLY WELL OR BETTER	83%

AVERAGE NUMBER OF TASKS PERFORMED: 220

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	43
V REPAIRING MA-1/ASQ-25 SYSTEMS COMPONENTS	27
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	10
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	5
G MAINTAINING FORM, RECORDS, AND REPORTS	4
U PERFORMING BENCH CHECKS OF MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS	3

GROUP DIFFERENTIATING TASKS:

TASKS	
T10	ADJUST OR ALIGN F-106 RADAR INDICATOR DISPLAY LRU
T32	ISOLATE MALFUNCTIONS TO F-106 COMPUTER LRU
T41	ISOLATE MALFUNCTIONS TO F-106 POWER SUBSYSTEMS
T87	PERFORM OPERATIONAL TESTS OF F-106 STABLE COORDINATE REFERENCE GROUP (SCRG) LRU
V25	ADJUST OR ALIGN F-106 RADAR INDICATOR DISPLAY LRU
V94	PERFORM OPERATIONAL CHECKS OF F-106 RADAR INDICATOR DISPLAY LRU

This large group contains both A and C shredout personnel. Overall group members spend 70 percent of their job time performing F-106 WCS maintenance tasks (Duties T, V, and U). Within this large group there are two distinct subgroups: F-106 Flightline Maintenance Personnel (GRP141) and F-106 Systems Repairmen (GRP181).

VII. GRP049 (CONTINUED)

The F-106 Flightline Personnel (GRP141) group is composed of A-shredout personnel. Incumbents spend 54 percent of their job time performing flightline maintenance tasks. Within this group there are four subgroups which are briefly discussed in this section.

The F-106 Systems Repairmen (GRP181) group consists of C- shredout personnel. While the flightline personnel discuseed above spend 22 percent of their job time repairing MA-1/ASQ-25 system components (Duty V), these system repairmen use 50 percent of their job time repairing MA-1/ASG-25 system components (Duty V). Likewise, incumbents use 28 percent of their job time performing calibration and maintenance of category II test equipment (Duty V) and bench checking MA-1/ASG-25 system components (Duty U). Virtually no time is spent performing flightline systems maintenance (Duty T) tasks.

VIIa F-106 FLIGHTLINE PERSONNEL (GRP141)

NUMBER IN GROUP: 341

PERCENT OF SAMPLE: 17%

MAJOR COMMAND DISTRIBUTION: ADC (96%), ATC (4%)

LOCATION: CONUS (99%), OVERSEAS (1%)

DAFSC DISTRIBUTION: 32132 (9%), 32152 (60%), 32172 (19%), NO REPLY (12%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 61 MONTHS

AVERAGE TIME IN SERVICE: 69 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 56%

AMOUNT OF SUPERVISION: 35% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (17%), INTERESTING (72%), NO REPLY (1%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	18%
FAIRLY WELL OR BETTER	80%
NO REPLY	2%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	12%
FAIRLY WELL OR BETTER	88%

AVERAGE NUMBER OF TASKS PERFORMED: 223

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	54
V REPAIRING MA-1/ASQ-25 SYSTEMS COMPONENTS	22
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	9
G MAINTAINING FORMS, RECORDS, AND REPORTS	4
B DIRECTING AND IMPLEMENTING	3

GROUP DIFFERENTIATING TASKS:

TASKS

T28 ISOLATE MALFUNCTIONS TO F-106 ARMAMENT LRU
T37 ISOLATE MALFUNCTIONS TO F-106 INFRARED (IR) SUBSYSTEMS
T49 PERFORM F-106 SHORT SYSTEM GROUND CHECKS
T96 REMOVE OR INSTALL F-106 COMPUTER ARITHMETIC AND CONTROL/ RANDOM ACCESS MEMORY (RAM) LRU
T116 REMOVE OR INSTALL F-106 RADAR RF TRANSMISSION LRU

VIIa(1). F-106 SYSTEMS REPAIR/FLIGHTLINE PERSONNEL (GRP1138)

NUMBER IN GROUP: 19

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADC (90%), ATC (10%)

LOCATION: CONUS (95%), NO REPLY (5%)

DAFSC DISTRIBUTION: 32132 (68%), 32152 (21%), NO REPLY (1%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 71 MONTHS

AVERAGE TIME IN SERVICE: 83 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 37%

AMOUNT OF SUPERVISION: 37% SUPERVISED AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (21%), SO-SO (5%), INTERESTING (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 32%
FAIRLY WELL OR BETTER 68%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

AVERAGE NUMBER OF TASKS PERFORMED: 335

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
V REPAIRING MA-1/ASQ-25 SYSTEMS COMPONENTS	39
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	30
U PERFORMING BENCH CHECKS OF MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS	11
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	7
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	7

GROUP DIFFERENTIATING TASKS:

TASKS	
V3	ADJUST OR ALIGN F-106 ARMAMENT PARAMETER LRU
V29	ADJUST OR ALIGN F-106 RADAR SWIFT GENERATION AND POSITIONING LRU
V53	ISOLATE MALFUNCTIONS TO F-106 LOGIC CONTROL COMPONENTS
V58	ISOLATE MALFUNCTIONS TO F-106 RADAR DIGITAL STEERING COMPONENTS
V115	REMOVE OR INSTALL F-106 INTERFACE AMPLIFIER COMPONENTS
T4	ADJUST OR ALIGN F-106 INFRARED (IR) DISPLAY LRU
T46	PERFORM F-106 ARMAMENT AUTOMATIC FAULT DETECTION TESTS (FDT)

The F-106 Flightline Maintenance Personnel (GRP141) group contains four subgroups. These subgroups have in common the performance of MA-1/ASG-25 F-106 flightline maintenance tasks (Duty T). It is only variations in time spent performing these tasks or the performance of tasks in other duty areas that make these subgroups distinct.

VIIa(1). GRP1138 (CONTINUED).

The first subgroup is the F-106 Systems Repair/Flightline Personnel (GRP1138). The unique feature of this group is that incumbents spend 39 percent of their job time performing the same MA-1/ASG-25 systems component repair (Duty V) and bench checks of MA-1/ASG-25 systems components (Duty U) as performed by the F-106 Systems Repairmen (GRP181) group (as discussed earlier).

VIIa(2). F-106 FLIGHTLINE/SYSTEMS REPAIR PERSONNEL (GRP723)

NUMBER IN GROUP: 124

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: ADC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (12%), 32152 (60%), 32172 (14%), NO REPLY (13%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 52 MONTHS

AVERAGE TIME IN SERVICE: 57 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 65%

AMOUNT OF SUPERVISION: 30% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (16%), INTERESTING (75%), NO REPLY(1%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	18%
FAIRLY WELL OR BETTER	91%
NO REPLY	1%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	12%
FAIRLY WELL OR BETTER	88%

AVERAGE NUMBER OF TASKS PERFORMED: 263

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	44
V REPAIRING MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS	40
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

TASKS

T16 ADJUST OR ALIGN F-106 RADAR VIDEO PROCESSING LRU
T36 ISOLATE MALFUNCTIONS TO F-106 IR LRU
T75 PERFORM OPERATIONAL TESTS OF F-106 LOGIC CONTROL LRU
T120 REMOVE OR INSTALL F-106 RADOMES
V43 ISOLATE MALFUNCTIONS TO F-106 COMPUTER INPUT-OUTPUT COMPONENTS
V80 PERFORM OPERATIONAL CHECKS OF F-106 COMPUTER POWER LRU
V84 PERFORM OPERATIONAL CHECKS OF F-106 IR DISPLAY LRU
V96 PERFORM OPERATIONAL CHECKS OF F-106 RADAR RF RECEPTION LRU

The distinctive feature of this subgroup is that it parallels the task performance of the F-106 Systems Repair/Flightline Personnel (GRP1138) group except in the performance of bench checks of MA-1/ASG-25 systems components (Duty U) tasks. Virtually no time is spent performing bench checks of MA-1/ASG-25 systems components.

VIIa(3). F-106 FLIGHTLINE SYSTEMS MAINTENANCE PERSONNEL GRP382)

NUMBER IN GROUP: 137

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: ADC (96%), ATC (3%)

LOCATION: CONUS (99%), OVERSEAS (1%)

DAFSC DISTRIBUTION: 32132 (9%), 32152 (69%), 32172 (12%), NO REPLY (10%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 45 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: 30% SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (20%), INTERESTING (67%), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	17%
FAIRLY WELL OR BETTER	82%
NO REPLY	1%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	9%
FAIRLY WELL OR BETTER	91%

AVERAGE NUMBER OF TASKS PERFORMED: 152

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	73
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	12
V REPAIRING MA-1/ASQ-25 SYSTEMS COMPONENTS	5

GROUP DIFFERENTIATING TASKS:

TASKS

T2 ADJUST OR ALIGN F-106 AUTOMATIC FLIGHT CONTROL SYSTEMS (AFCS) LRU
T8 ADJUST OR ALIGN F-106 RADAR AUTOMATIC GAIN CONTROL (AGC) AND HOMING LRU
T18 BORESIGHT F-106 ANGLE OF ATTACK TRANSDUCERS
T43 ISOLATE MALFUNCTIONS TO F-106 RADAR SUBSYSTEMS
T94 REMOVE OR INSTALL AFCS LRU
T111 REMOVE OR INSTALL F-106 RADAR AGC AND HOMING LRU

The incumbents in this group spend 73 percent of their job time performing MA-1/ASG-25 Flightline Systems Maintenance (Duty T) tasks. Generally the performance of these tasks preclude the performance of any tasks from other duty areas.

VIIa(4). F-106 FLIGHTLINE MAINTENANCE CREW LEADERS (GRP219)

NUMBER IN GROUP: 22

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADC (96%), AFAFC (4%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 32152 (18%), 32172 (72%), 32192 (5%), NO REPLY (4%)

AVERAGE GRADE: 6.0

AVERAGE TIME IN CAREER FIELD: 174 MONTHS

AVERAGE TIME IN SERVICE: 190 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 91% SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (14%), INTERESTING (77%), NO REPLY (4%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	9%
FAIRLY WELL OR BETTER	82%
NO REPLY	9%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	9%
FAIRLY WELL OR BETTER	86%
NO REPLY	5%

AVERAGE NUMBER OF TASKS PERFORMED: 226

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
T PERFORMING MA-1/ASQ-25 F-106 FLIGHTLINE SYSTEMS MAINTENANCE	36
B DIRECTING AND IMPLEMENTING	15
G MAINTAINING FORMS, RECORDS, AND REPORTS	11
C EVALUATING AND INSPECTING	9
V REPAIRING MA-1/ASQ-25 SYSTEMS COMPONENTS	8
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

TASKS	
T6	ADJUST OR ALIGN F-106 IR SEEKER HEAD POSITIONING LRU
T34	ISOLATE MALFUNCTIONS TO F-106 FLIGHT CONTROL AND MEASUREMENT LRU
T64	PERFORM OPERATIONAL TESTS OF F-106 COMPUTER ARITHMETIC OR CONTROL/RANDOM ACCESS MEMORY (RAM) LRU
T80	PERFORM OPERATIONAL TESTS OF F-106 RADAR INDICATOR DISPLAY LRU
T115	REMOVE OR INSTALL F-106 RADAR RF RECEPTION LRU

Membership in this subgroup is dominated by 7-skill level incumbents who supervise. On the average, group members use 34 percent of their job time performing supervisory tasks (Duties A through D) and an additional 11 percent maintaining forms, records, and reports (Duty G). This percent time spent is somewhat higher than for the other subgroups discussed. Generally, respondents referred to themselves as either Flightline Maintenance NCOICs or Crew Leaders.

VIIb F-106 SYSTEMS REPAIRMEN (GRP181)

NUMBER IN GROUP: 91

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: ADC (91%), ATC (8%), TAC (1%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (9%), 32152 (45%), 32172 (41%), NO REPLY (5%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 97 MONTHS

AVERAGE TIME IN SERVICE: 113 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

AMOUNT OF SUPERVISION: 41% SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (11%), INTERESTING (81%), NO REPLY (2%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	10%
FAIRLY WELL OR BETTER	87%
NO REPLY	3%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	8%
FAIRLY WELL OR BETTER	91%
NO REPLY	1%

AVERAGE NUMBER OF TASKS PERFORMED: 236

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
V REPAIRING MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS	50
H PERFORMING CALIBRATION AND MAINTENANCE OF CATEGORY II TEST EQUIPMENT	15
U PERFORMING BENCH CHECKS OF MA-1/ASQ-25 F-106 SYSTEMS COMPONENTS	13
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	10
G MAINTAINING FORMS, RECORDS, AND REPORTS	4

GROUP DIFFERENTIATING TASKS:

TASKS	
V1	ADJUST OR ALIGN F-106 AC POWER SUPPLY LRU
V11	ADJUST OR ALIGN F-106 COMPUTER POWER LRU
V17	ADJUST OR ALIGN F-106 IR RECEIVER LRU
V50	ISOLATE MALFUNCTIONS TO F-106 IR ERROR SIGNAL DETECTION COMPONENTS
V86	PERFORM OPERATIONAL CHECKS OF F-106 IR RECEIVER LRU
V129	REMOVE OR INSTALL F-106 RADAR RF RECEPTION COMPONENTS

VIII. WCS SUPERVISORS/INSPECTORS (GRP035)

NUMBER IN GROUP: 225

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: TAC (44%), ADC (28%), USAFE (12%), PACAF (5%), ATC (5%)

LOCATION: CONUS (80%), OVERSEAS (19%), NO REPLY (1%)

DAFSC DISTRIBUTION: 32132 (2%), 32152 (7%), 32172 (49%), 32192 (37%), NO REPLY (5%)

AVERAGE GRADE: 6.8

AVERAGE TIME IN CAREER FIELD: 178 MONTHS

AVERAGE TIME IN SERVICE: 226 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 4%

AMOUNT OF SUPERVISION: 69% SUPERVISED AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (8%), INTERESTING (78%), NO REPLY (4%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	15%
FAIRLY WELL OR BETTER	83%
NO REPLY	2%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	21%
FAIRLY WELL OR BETTER	78%
NO REPLY	1%

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
G MAINTAINING FORMS, RECORDS, AND REPORTS	23
B DIRECTING AND IMPLEMENTING	23
C EVALUATING AND INSPECTING	21
A PLANNING AND ORGANIZING	15
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	4

GROUP DIFFERENTIATING TASKS:

TASKS

C8 EVALUATE MAINTENANCE PROCEDURES
G20 INITIATE OR ANNOTATE ROUTING AND REVIEW OF QUALITY CONTROL REPORTS FORMS (AF FORM 2419)
C7 EVALUATE MAINTENANCE DATA OR EQUIPMENT RECORDS
A6 DETERMINE REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT
A25 PREPARE STAFF STUDIES, SURVEYS, OR REPORTS
B7 DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES

checks (Duty F) as compared to 30 percent for the larger group.

VIII. QUALITY CONTROL/SAFETY INSPECTORS (GRP284)

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADC (39%), USAFE (22%), TAC (18%), PACAF (11%), AFSC (6%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 32172 (78%), 32192 (17%), NO REPLY (5%)

AVERAGE GRADE: 6.7

AVERAGE TIME IN CAREER FIELD: 198 MONTHS

AVERAGE TIME IN SERVICE: 231 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 39% SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (11%), INTERESTING (77%), NO REPLY (6%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	28%
FAIRLY WELL OR BETTER	72%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	33%
FAIRLY WELL OR BETTER	56%
NO REPLY	11%

AVERAGE NUMBER OF TASKS PERFORMED: 83

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	32
G MAINTAINING FORMS, RECORDS, AND REPORTS	30
B DIRECTING AND IMPLEMENTING	13
A PLANNING AND ORGANIZING	11
F PERFORMING POWER-OFF AND SAFETY INSPECTIONS ON WEAPON CONTROL SYSTEMS	7

GROUP DIFFERENTIATING TASKS:

TASKS

C15 EVALUATE WORK PERFORMANCE OF PERSONNEL OTHER THAN AFSC 321X2, FORMERLY AFSC 322X1
C18 PERFORM PERIODIC EVALUATIONS OF WORK CENTERS
C21 PREPARE INSPECTION REPORTS
G14 INITIATE OR ANNOTATE INSPECTION DOCUMENT FORMS (AF FORM 2411)
G18 INITIATE OR ANNOTATE PERSONNEL/CREW EVALUATION REPORT FORMS (AF FORM 2416)
G35 INITIATE OR REVIEW INSPECTION WORKCARDS OR CHECKLISTS

The WCS Supervisor/Inspectors (GRP035) group contains five small groups that vary in task performance from the larger group as a whole.

The first group is the Quality Control/Safety Inspectors (GRP284) group. Members use almost 40 percent of their job time evaluating maintenance procedures and functions and performing safety inspections on WCSs

VIIIb. AVIONICS BRANCH AND SECTION CHIEFS (GRP203)

NUMBER IN GROUP: 86

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (43%), ADC (24%), USAFE (14%), PACAF (7%)

LOCATION: CONUS (74%), OVERSEAS (24%), NO REPLY (2%)

DAFSC DISTRIBUTION: 32152 (2%), 32172 (35%), 32192 (58%), NO REPLY (5%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 207 MONTHS

AVERAGE TIME IN SERVICE: 254 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 86% SUPERVISED AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (2%), INTERESTING (86%), NO REPLY (5%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	8%
FAIRLY WELL OR BETTER	90%
NO REPLY	2%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	9%
FAIRLY WELL OR BETTER	91%

AVERAGE NUMBER OF TASKS PERFORMED: 100

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	27
G MAINTAINING FORMS, RECORDS, AND REPORTS	24
A PLANNING AND ORGANIZING	19
C EVALUATING AND INSPECTING	18
D TRAINING	5
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	2

GROUP DIFFERENTIATING TASKS:

TASKS

B3 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL
B10 DIRECT UNIT ON-THE-JOB TRAINING (OJT)
B22 SCHEDULE LEAVES OR PASSES
G12 INITIATE OR ANNOTATE ASSIGNMENT/PERSONNEL ACTION FORMS (AF FORM 2095)
G27 INITIATE OR ANNOTATE TRAINING REQUEST/TRAINING COMPLETION NOTIFICATION FORMS (AF FORM 2426)
A17 INITIATE PERSONNEL ACTIONS

The tasks performed by these group members are very similar to those performed by the larger group. Most group members indicated they are Avionics Branch or Section Chiefs and almost all supervise other WCS personnel.

VIII. AVIONICS BRANCH CHIEFS (GRP236)

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: ADC (42%), TAC (42%), USAFE (18%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 32192 (92%), NO REPLY (8%)

AVERAGE GRADE: 8.3

AVERAGE TIME IN CAREER FIELD: 203 MONTHS

AVERAGE TIME IN SERVICE: 288 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 100% SUPERVISED AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (8%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	29
B DIRECTING AND IMPLEMENTING	28
A PLANNING AND ORGANIZING	25
G MAINTAINING FORMS, RECORDS, AND REPORTS	16

GROUP DIFFERENTIATING TASKS:

TASKS	
A11	DRAFT ORGANIZATIONAL POLICIES
A25	PREPARE STAFF STUDIES, SURVEYS, OR REPORTS
B1	ASSIGN PERSONNEL TO DUTY POSITIONS
B19	PREPARE AIRMEN PERFORMANCE REPORTS (APR)
C7	EVALUATE MAINTENANCE DATA OR EQUIPMENT RECORDS

The members of this third subgroup in the Supervisors/Inspector group are more specialized as supervisors than other group members. Incumbents spend less time maintaining forms, records, and reports (Duty) and spend virtually no time performing technical tasks. All have 9-skill level DAFSCs and all supervise other personnel.

VIIId. HEADQUARTERS PERSONNEL (GRP136)

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (57%), ATC (29%), ADC (14%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (14%), 32172 (14%), 32192 (72%)

AVERAGE GRADE: 7.7

AVERAGE TIME IN CAREER FIELD: 199 MONTHS

AVERAGE TIME IN SERVICE: 260 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: ONE INDIVIDUAL SUPERVISED TEN SUBORDINATES

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
A PLANNING AND ORGANIZING	44
C EVALUATING AND INSPECTING	21
B DIRECTING AND IMPLEMENTING	19
G MAINTAINING FORMS, RECORDS, AND REPORTS	8

GROUP DIFFERENTIATING TASKS:

TASKS

A2 COORDINATE OVERHAUL OF WEAPON CONTROL SYSTEMS EQUIPMENT WITH SUPPORT UNITS
A8 DETERMINE REQUIREMENTS FOR SPACE OR FACILITIES
A14 ESTABLISH REPORTING AND ADMINISTRATIVE RECORDS SYSTEMS
A15 ESTABLISH UNIT MANPOWER REQUIREMENTS
C8 EVALUATE MAINTENANCE PROCEDURES
B14 INITIATE ACTION ON MATERIEL DEFICIENCIES

Five of the seven members of this fourth subgroup are assigned at headquarters level. Group members use 85 percent of their job time performing supervisory and managerial tasks but only one member supervises other personnel.

VIIIe. F-4E FLIGHTLINE SUPERVISORS (GRP214)

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32132 (14%), 32172 (72%), 32192 (14%)

AVERAGE GRADE: 6.3

AVERAGE TIME IN CAREER FIELD: 75 MONTHS

AVERAGE TIME IN SERVICE: 199 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 86% SUPERVISED AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (0%), INTERESTING (72%), NO REPLY (14%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 84

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	28
M PERFORMING FLIGHTLINE MINIMUM PERFORMANCE CHECKS OF WEAPON CONTROL SYSTEMS ON F-4E	19
G MAINTAINING FORMS, RECORDS, AND REPORTS	14
C EVALUATING AND INSPECTING	12
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	9
A PLANNING AND ORGANIZING	7

GROUP DIFFERENTIATING TASKS:

TASKS	
B37	SUPERVISE WEAPON CONTORL SYSTEMS MECHANICS (AFSC 32152Q, FORMERLY 32251Q)
B12	ESTABLISH PRIORITY OF SCHEDULED WORK ASSIGNMENTS
B15	INTERPRET LAYOUT DRAWINGS, BLUEPRINTS, OR WIRING DIAGRAMS
M5	PERFORM F-4E AIM DOT CHECKS
M11	PERFORM F-4E ANGLE SEARCH OR ANTENNA POSITION CHECKS
G7	ANNOTATE OR REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORMS 349)

This last subgroup in the Supervisor/Inspector group varies from the total group in the performance of technical tasks. Group members use 19 percent of their job time performing flightline checks (Duty M) tasks on the F-4E while continuing to perform the same supervisory tasks performed by other group members.

IX. TECHNICAL SCHOOL INSTRUCTORS (GRP029)

NUMBER IN GROUP: 120

PERCENT OF SAMPLE: 6

MAJOR COMMAND DISTRIBUTION: ATC (98%), NO REPLY (2%)

LOCATION: CONUS (98%), OVERSEAS (2%)

DAFSC DISTRIBUTION: 32132 (2%), 32152 (42%), 32172 (40%), 32192 (3%), NO REPLY (13%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 108 MONTHS

AVERAGE TIME IN SERVICE: 125 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AMOUNT OF SUPERVISION: 20% SUPERVISED AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (7%), INTERESTING (83%), NO REPLY (2%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	18%
FAIRLY WELL OR BETTER	82%

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	22%
FAIRLY WELL OR BETTER	76%
NO REPLY	2%

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
D TRAINING	48
B DIRECTING AND IMPLEMENTING	15
E PERFORMING GENERAL ELECTRONIC EQUIPMENT MAINTENANCE	12
C EVALUATING AND INSPECTING	8
G MAINTAINING FORMS, RECORDS, AND REPORTS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
D1	CONDUCT FORMAL CLASSROOM TRAINING
D5	DEMONSTRATE USE OF EQUIPMENT OR TOOLS
D6	DEVELOP, ADMINISTER, OR SCORE TESTS
D11	PREPARE STUDENT TRAINING RECORDS
D15	WRITE OR REVISE TRAINING MATERIALS

This large group contains two small groups that are distinctive from the group as a whole. The first is the Instructor Supervisors (GRP220) group. These incumbents differ from the larger group in that all members supervise between five and fifteen instructors. Also, the performance of supervisory rather than training tasks dominates their time. Group members are less involved in the actual conduct of classroom training and more involved in performing the administration aspects of running a training program.

The second distinct group is the Training Evaluators (GRP156) group. These incumbents spend their time evaluating training programs. Typical tasks performed include evaluating training materials, evaluating training programs, and evaluating tests and test programs. Group members spend comparatively little time performing training tasks.

IXa INSTRUCTOR SUPERVISORS (GRP220)

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: ATC (92%), TAC (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32172 (75%), 32192 (25%)

AVERAGE GRADE: 6.8

AVERAGE TIME IN CAREER FIELD: 187 MONTHS

AVERAGE TIME IN SERVICE: 243 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 92% SUPERVISED AN AVERAGE OF NINE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (8%), INTERESTING (76%), NO REPLY (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	33
D TRAINING	24
A PLANNING AND ORGANIZING	19
C EVALUATING AND INSPECTING	14

GROUP DIFFERENTIATING TASKS:

TASKS

B7 DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES
B9 DIRECT SUBORDINATES IN THE OBSERVANCE OF SAFETY PRACTICES
A1 CONDUCT OR PARTICIPATE IN STAFF MEETINGS
A4 DETERMINE PERSONNEL TRAINING REQUIREMENTS
C13 EVALUATE TRAINING PROGRAMS
D4 COUNSEL INDIVIDUALS ON TRAINING PROGRESS
D13 SCHEDULE PERSONNEL FOR TRAINING

IXb TRAINING EVALUATORS (GRP151)

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: ATC (80%), USAFE (20%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 32172 (100%)

AVERAGE GRADE: 7.2

AVERAGE TIME IN CAREER FIELD: 234 MONTHS

AVERAGE TIME IN SERVICE: 259 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: NO MEMBERS SUPERVISED

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

AVERAGE NUMBER OF TASKS PERFORMED: 22

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	33
A PLANNING AND ORGANIZING	27
B DIRECTING AND IMPLEMENTING	18
D TRAINING	14

GROUP DIFFERENTIATING TASKS:

TASKS	
A26	SCHEDULE INSPECTIONS OF EQUIPMENT OR FACILITIES
C11	EVALUATE TESTS OR TEST ITEMS
C12	EVALUATE TRAINING MATERIALS
D6	DEVELOP, ADMINISTER, OR SCORE TESTS
D9	PREPARE JOB PROFICIENCY GUIDES (JPG)